

APPENDIX B: SIGNIFICANT CROSS-TABULATION RESULTS

Rebuilding Professional Lives: Immigrant Professionals Working in the Ontario Settlement Sector

1. Expectation of Professional Practice in Canada

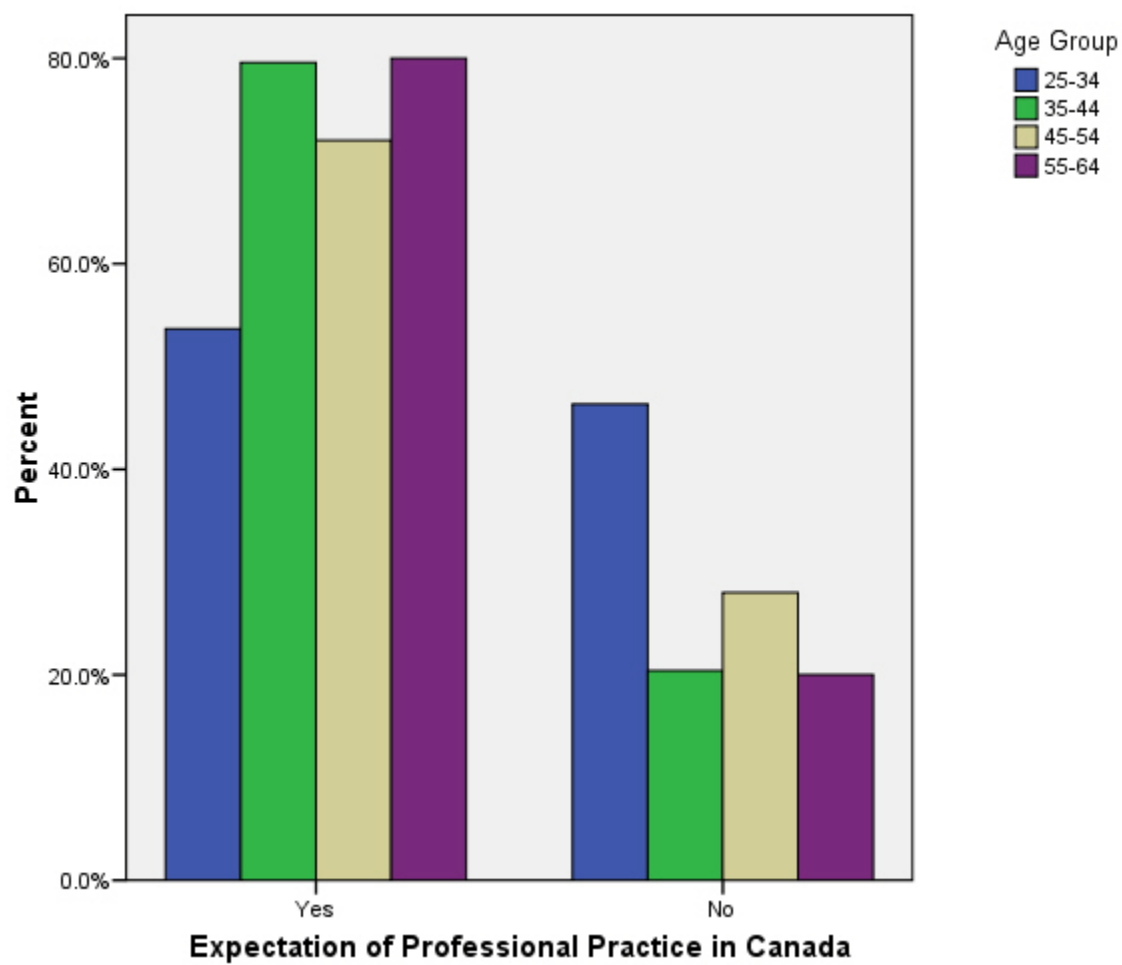
By Age Group

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Expectation of Professional Practice in Canada * Age Group	155	100.0%	0	.0%	155	100.0%

Cross-Tabulation							
			Age Group				Total
			25-34	35-44	45-54	55-64	
Expectation of Professional Practice in Canada	Yes	Count	22	39	36	12	109
		Expected Count	28.8	34.5	35.2	10.5	109.0
		% within Age Group	53.7%	79.6%	72.0%	80.0%	70.3%
	No	Count	19	10	14	3	46
		Expected Count	12.2	14.5	14.8	4.5	46.0
		% within Age Group	46.3%	20.4%	28.0%	20.0%	29.7%
Total		Count	41	49	50	15	155
		Expected Count	41.0	49.0	50.0	15.0	155.0
		% within Age Group	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.213(a)	3	.042
Likelihood Ratio	7.998	3	.046
Linear-by-Linear Association	3.770	1	.052
N of Valid Cases	155		
a 1 cells (12.5%) have expected count less than 5. The minimum expected count is 4.45.			

Figure



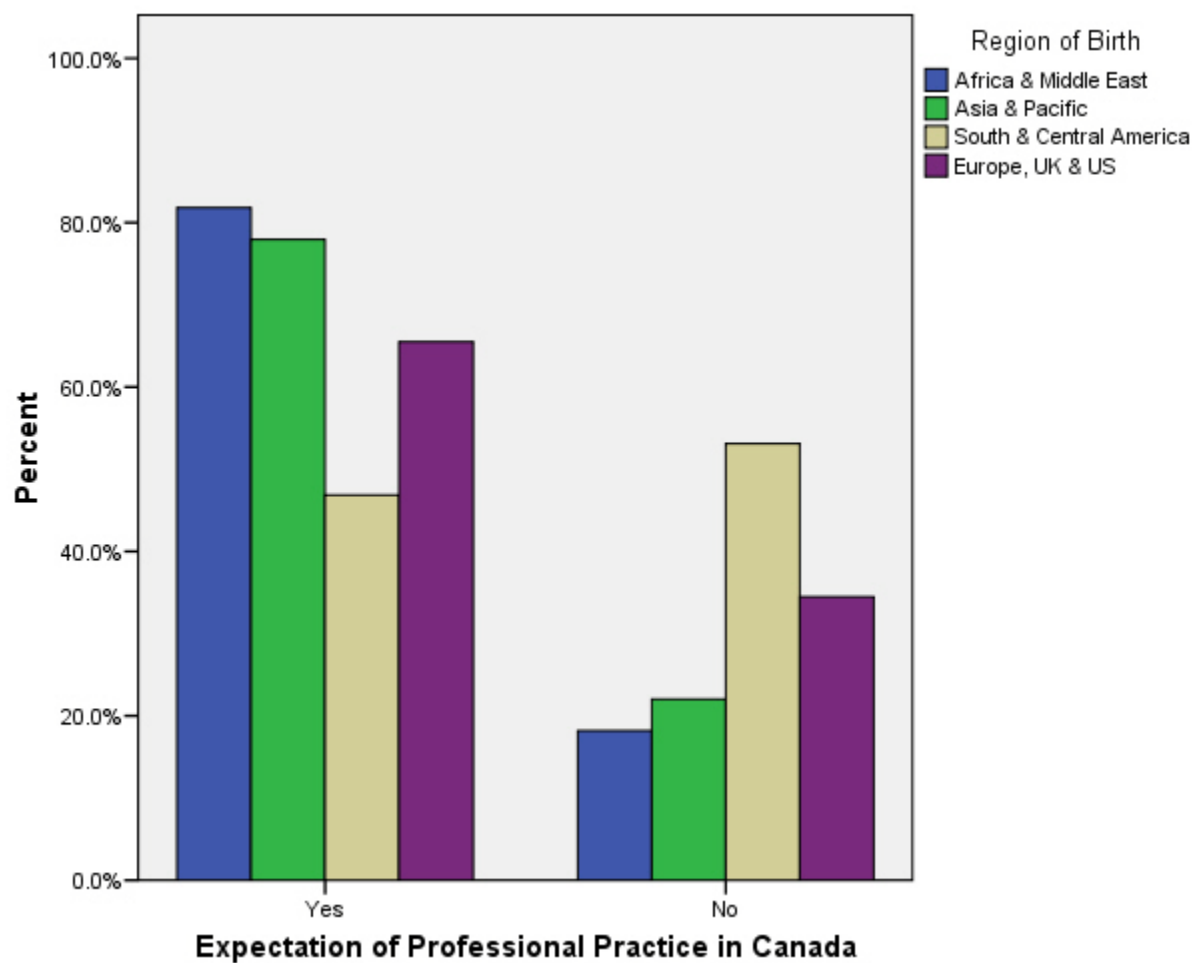
By Region of Birth

Case Processing Summary							
	Cases						
	Valid		Missing		Total		
	N	Percent	N	Percent	N	Percent	
Expectation of Professional Practice in Canada * Region of Birth	153	98.7%	2	1.3%	155	100.0%	

Cross-Tabulation							
			Region of Birth				Total
			AME	AP	SCA	EUKUS	
Expectation of Professional Practice in Canada	Yes	Count	27	46	15	19	107
		Expected Count	23.1	41.3	22.4	20.3	107.0
		% within Region of Birth	81.8%	78.0%	46.9%	65.5%	69.9%
	No	Count	6	13	17	10	46
		Expected Count	9.9	17.7	9.6	8.7	46.0
		% within Region of Birth	18.2%	22.0%	53.1%	34.5%	30.1%
Total		Count	33	59	32	29	153
		Expected Count	33.0	59.0	32.0	29.0	153.0
		% within Region of Birth	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.388(a)	3	.006
Likelihood Ratio	11.976	3	.007
Linear-by-Linear Association	3.903	1	.048
N of Valid Cases	153		
a 0 cells (.0%) have expected count less than 5. The minimum expected count is 8.72.			

Figure



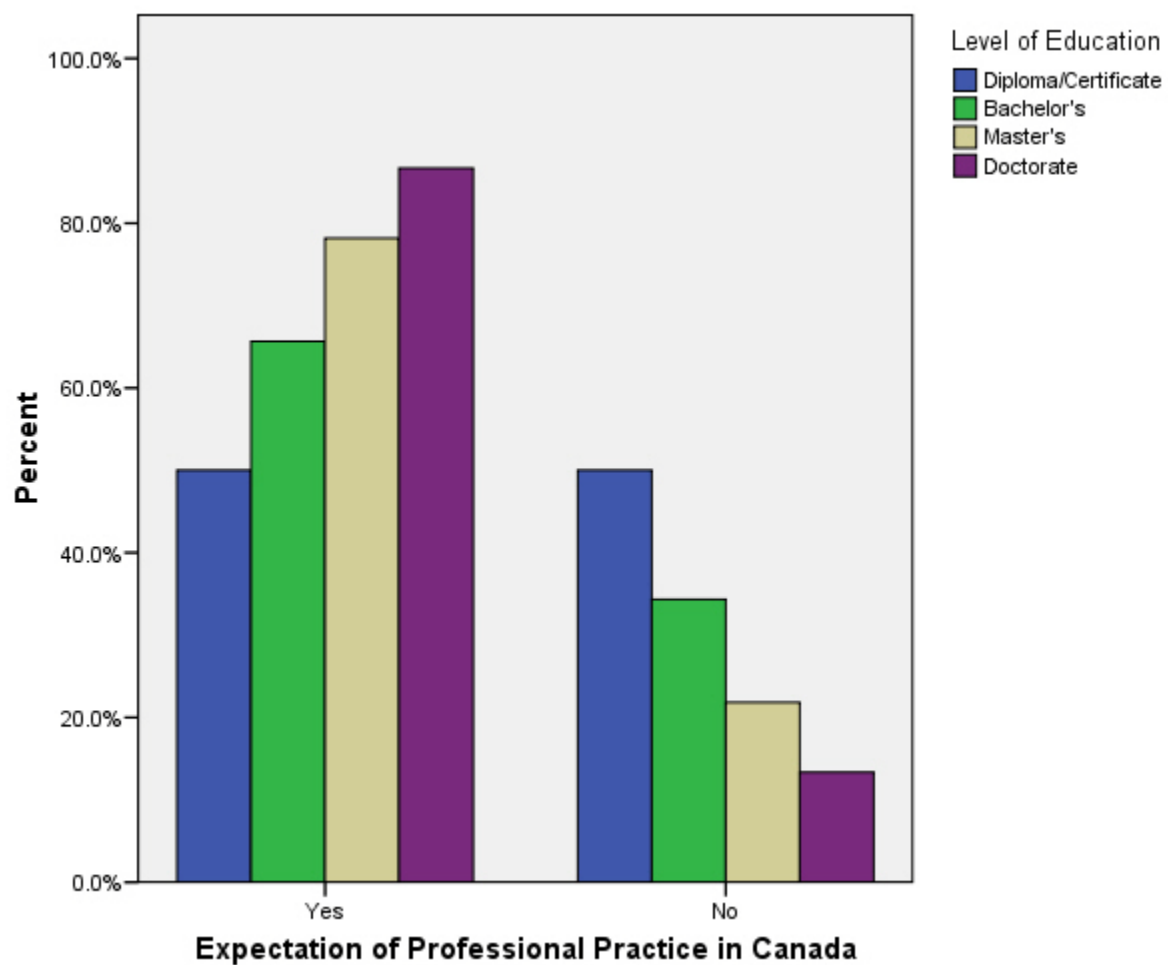
By Level of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Expectation of Professional Practice in Canada * Level of Education	155	100.0%	0	.0%	155	100.0%

Cross-Tabulation							
			Level of Education				Total
			Diploma/Certificate	Bachelor's	Master's	Doctorate	
Expectation of Professional Practice in Canada	Yes	Count	9	44	43	13	109
		Expected Count	12.7	47.1	38.7	10.5	109.0
		% within Level of Education	50.0%	65.7%	78.2%	86.7%	70.3%
	No	Count	9	23	12	2	46
		Expected Count	5.3	19.9	16.3	4.5	46.0
		% within Level of Education	50.0%	34.3%	21.8%	13.3%	29.7%
Total		Count	18	67	55	15	155
		Expected Count	18.0	67.0	55.0	15.0	155.0
		% within Level of Education	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.804(a)	3	.050
Likelihood Ratio	7.886	3	.048
Linear-by-Linear Association	7.596	1	.006
N of Valid Cases	155		
a 1 cells (12.5%) have expected count less than 5. The minimum expected count is 4.45.			

Figure



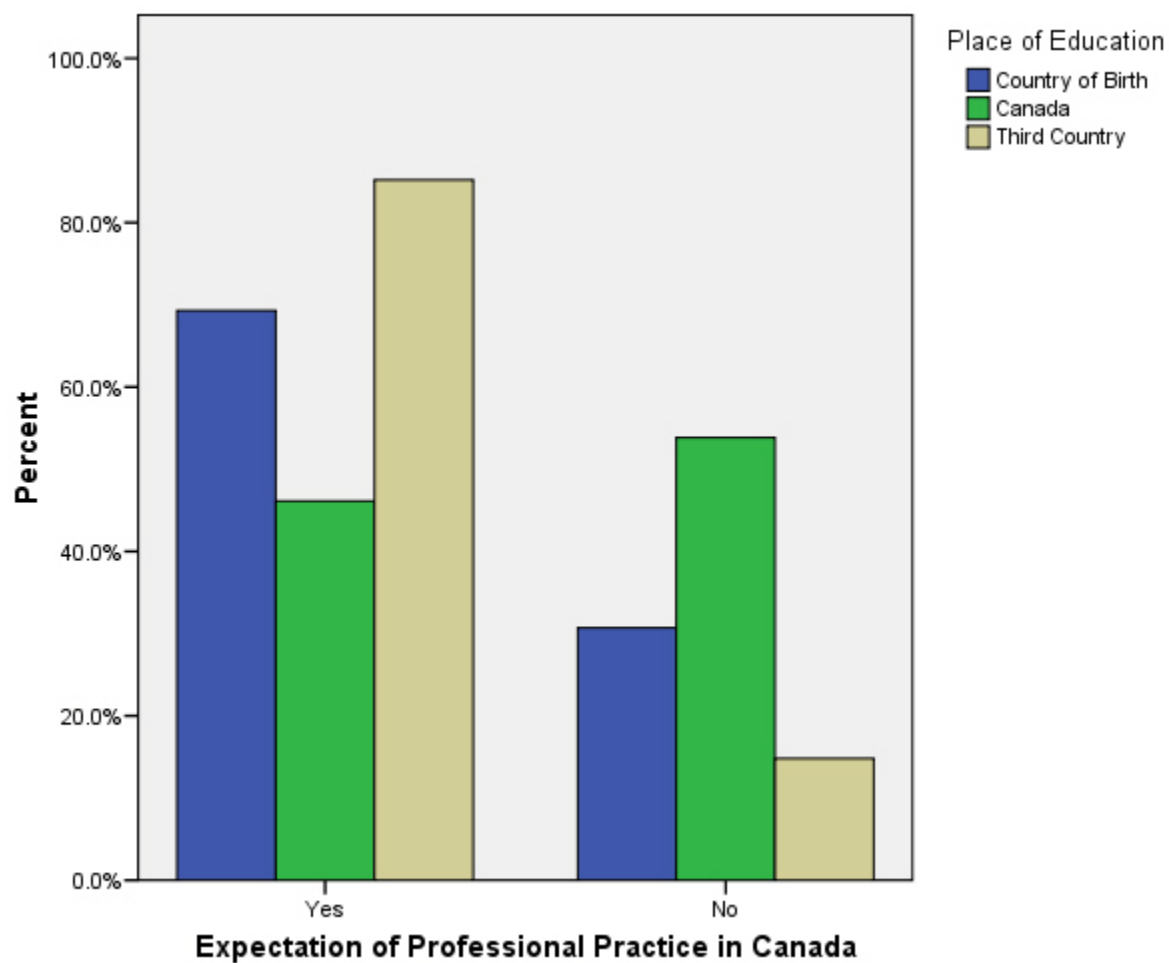
By Place of Education

Case Processing Summary							
	Cases						
	Valid		Missing		Total		
	N	Percent	N	Percent	N	Percent	
Expectation of Professional Practice in Canada * Place of Education	154	99.4%	1	.6%	155	100.0%	

Cross-Tabulation						
			Place of Education			Total
			Country of Birth	Canada	Third Country	
Expectation of Professional Practice in Canada	Yes	Count	79	6	23	108
		Expected Count	79.9	9.1	18.9	108.0
		% within Place of Education	69.3%	46.2%	85.2%	70.1%
	No	Count	35	7	4	46
		Expected Count	34.1	3.9	8.1	46.0
		% within Place of Education	30.7%	53.8%	14.8%	29.9%
Total		Count	114	13	27	154
		Expected Count	114.0	13.0	27.0	154.0
		% within Place of Education	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.527(a)	2	.038
Likelihood Ratio	6.603	2	.037
Linear-by-Linear Association	1.298	1	.255
N of Valid Cases	154		
a 1 cells (16.7%) have expected count less than 5. The minimum expected count is 3.88.			

Figure



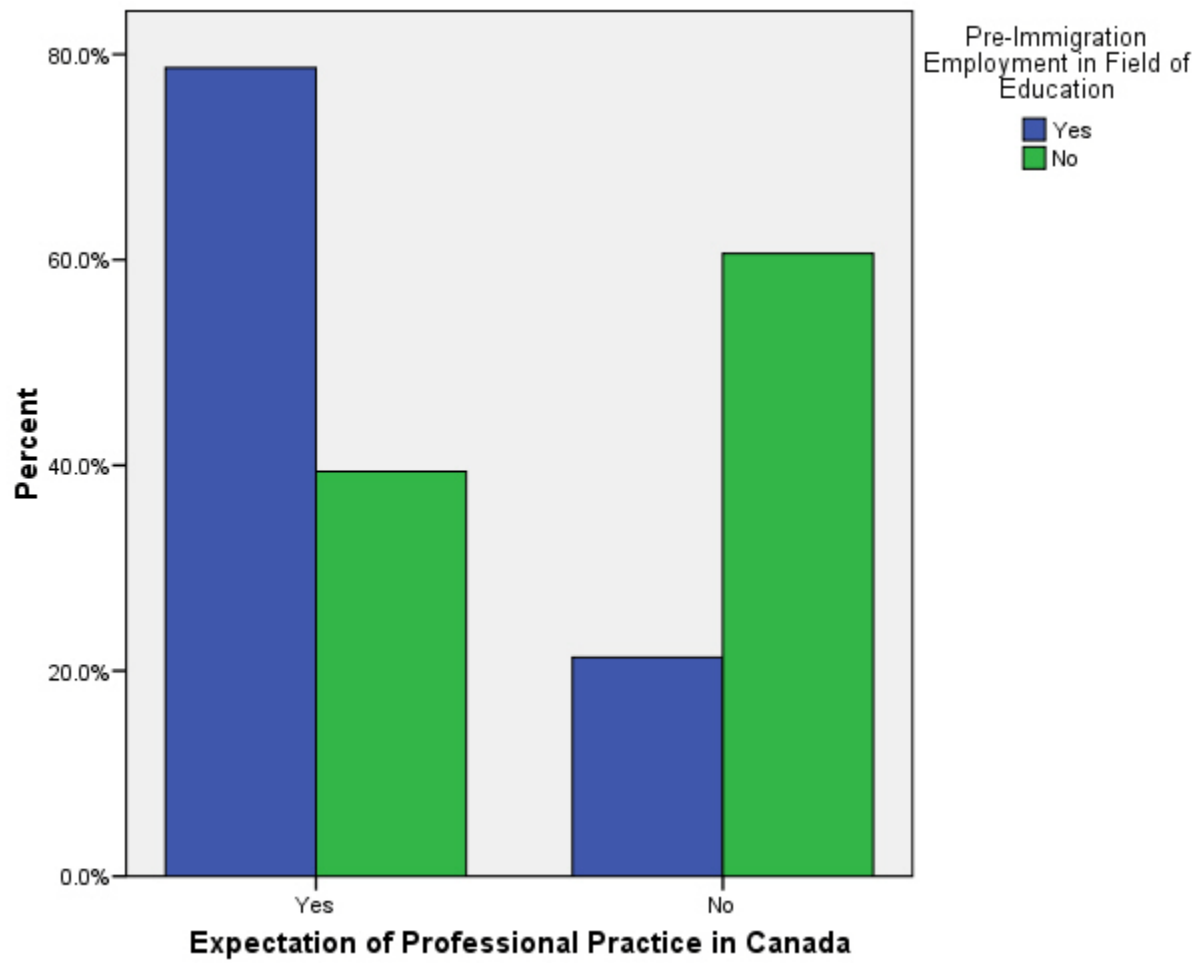
By Pre-Immigration Employment in Field of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Expectation of Professional Practice in Canada * Pre-Immigration Employment in Field of Education	155	100.0%	0	.0%	155	100.0%

Cross-Tabulation					
			Pre-Immigration Employment in Field of Education		Total
			Yes	No	
Expectation of Professional Practice in Canada	Yes	Count	96	13	109
		Expected Count	85.8	23.2	109.0
		% within Pre-Immigration Employment in Field of Education	78.7%	39.4%	70.3%
	No	Count	26	20	46
		Expected Count	36.2	9.8	46.0
		% within Pre-Immigration Employment in Field of Education	21.3%	60.6%	29.7%
Total		Count	122	33	155
		Expected Count	122.0	33.0	155.0
		% within Pre-Immigration Employment in Field of Education	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	19.217(b)	1	.000		
Continuity Correction(a)	17.380	1	.000		
Likelihood Ratio	17.856	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	19.093	1	.000		
N of Valid Cases	155				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 9.79.					

Figure



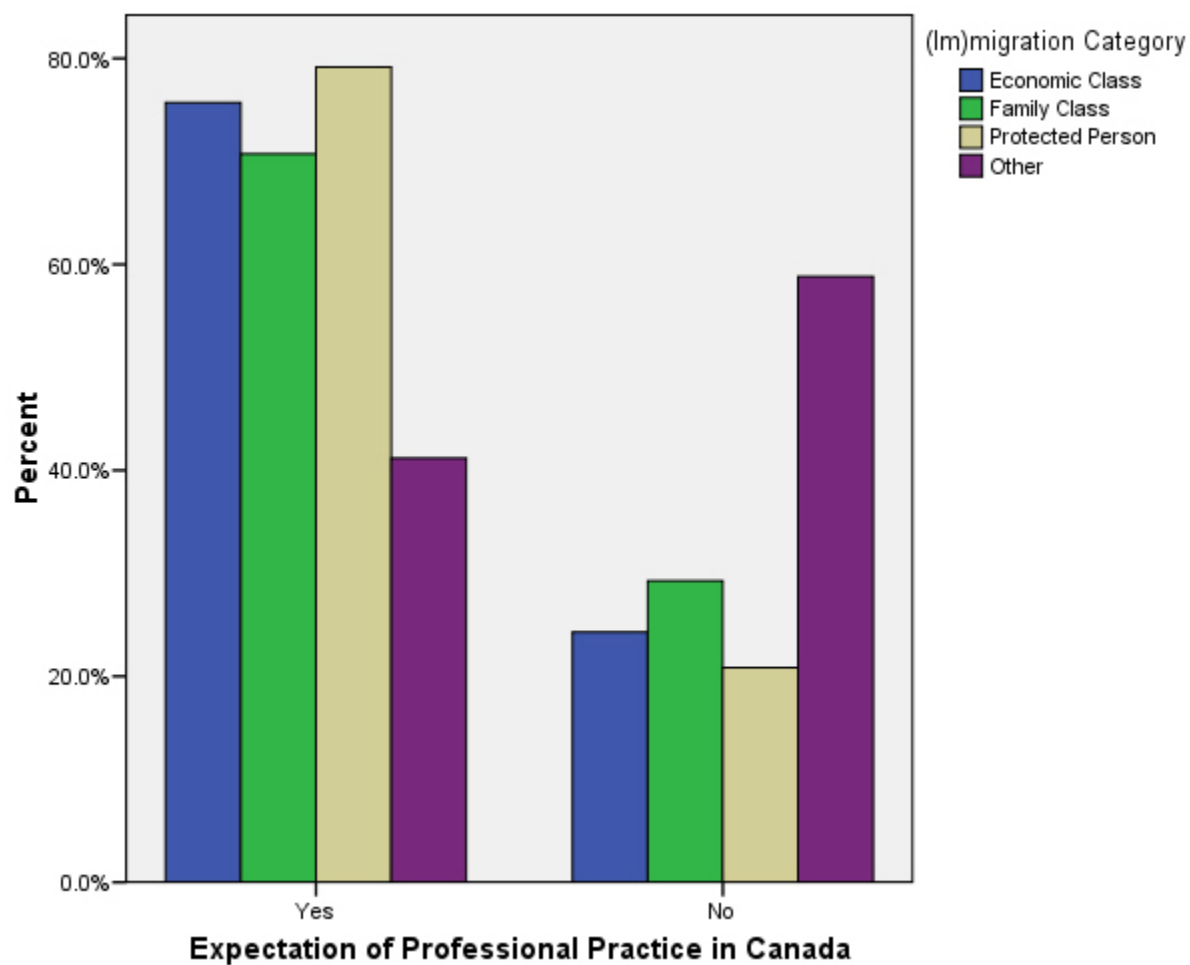
By (Im)migration Category

Case Processing Summary							
		Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent
Expectation of Professional Practice in Canada * (Im)migration Category		152	98.1%	3	1.9%	155	100.0%

Cross-Tabulation							
			(Im)migration Category				Total
			Economic Class	Family Class	Protected Person	Other	
Expectation of Professional Practice in Canada	Yes	Count	53	29	19	7	108
		Expected Count	49.7	29.1	17.1	12.1	108.0
		% within (Im)migration Category	75.7%	70.7%	79.2%	41.2%	71.1%
	No	Count	17	12	5	10	44
		Expected Count	20.3	11.9	6.9	4.9	44.0
		% within (Im)migration Category	24.3%	29.3%	20.8%	58.8%	28.9%
Total		Count	70	41	24	17	152
		Expected Count	70.0	41.0	24.0	17.0	152.0
		% within (Im)migration Category	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.887(a)	3	.031
Likelihood Ratio	8.131	3	.043
Linear-by-Linear Association	6.229	1	.013
N of Valid Cases	152		
a 1 cells (12.5%) have expected count less than 5. The minimum expected count is 4.92.			

Figure



2. Active Search for Professional Practice in Canada

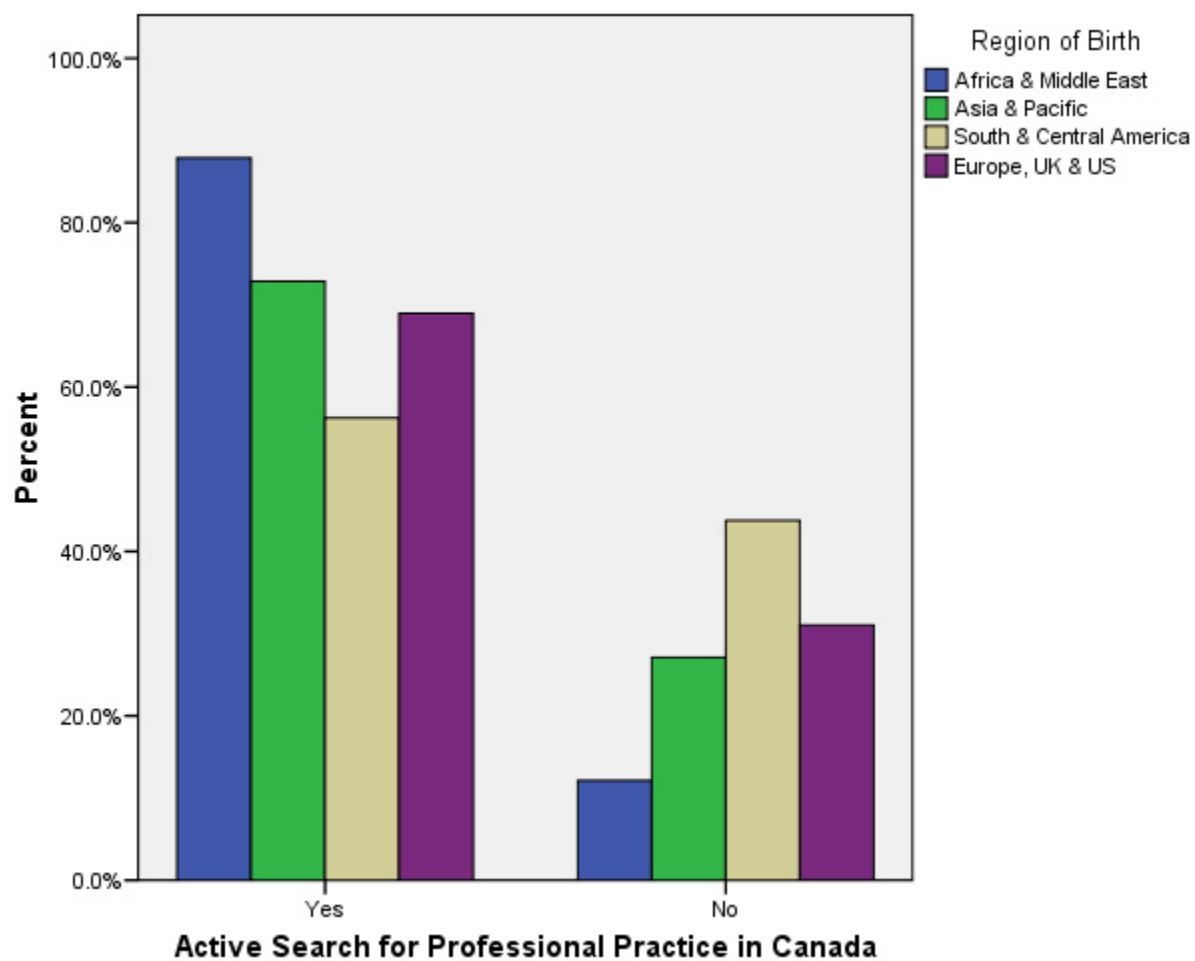
By Region of Birth

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Active Search for Professional Practice in Canada * Region of Birth	153	98.7%	2	1.3%	155	100.0%

Cross-Tabulation							
			Region of Birth				Total
			AME	AP	SCA	EUKUS	
Active Search for Professional Practice in Canada	Yes	Count	29	43	18	20	110
		Expected Count	23.7	42.4	23.0	20.8	110.0
		% within Region of Birth	87.9%	72.9%	56.3%	69.0%	71.9%
	No	Count	4	16	14	9	43
		Expected Count	9.3	16.6	9.0	8.2	43.0
		% within Region of Birth	12.1%	27.1%	43.8%	31.0%	28.1%
Total	Count		33	59	32	29	153
	Expected Count		33.0	59.0	32.0	29.0	153.0
	% within Region of Birth		100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.200(a)	3	.042
Likelihood Ratio	8.622	3	.035
Linear-by-Linear Association	2.915	1	.088
N of Valid Cases	153		
a 0 cells (.0%) have expected count less than 5. The minimum expected count is 8.15.			

Figure



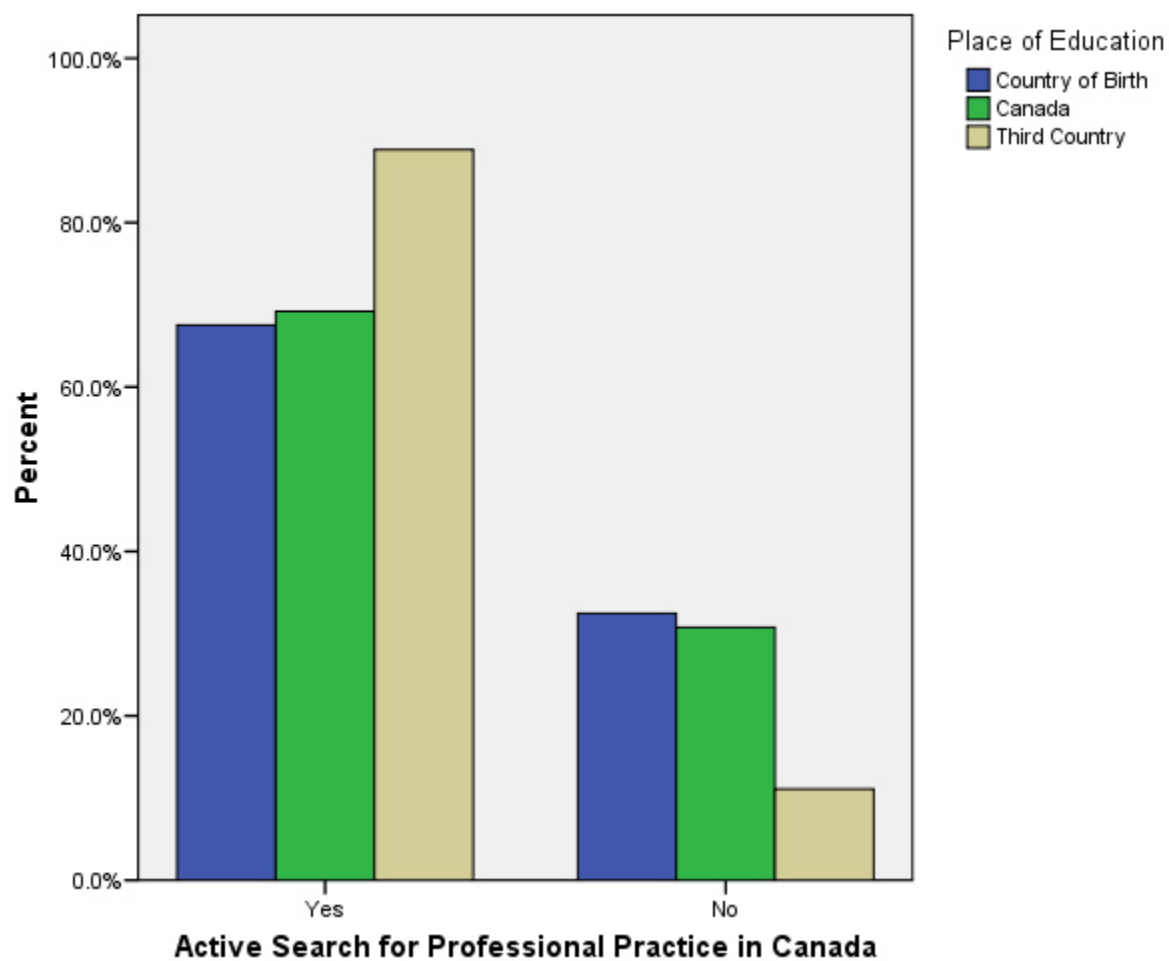
By Place of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Active Search for Professional Practice in Canada * Place of Education	154	99.4%	1	.6%	155	100.0%

Cross-Tabulation						
			Place of Education			Total
			Country of Birth	Canada	Third Country	
Active Search for Professional Practice in Canada	Yes	Count	77	9	24	110
		Expected Count	81.4	9.3	19.3	110.0
		% within Place of Education	67.5%	69.2%	88.9%	71.4%
	No	Count	37	4	3	44
		Expected Count	32.6	3.7	7.7	44.0
		% within Place of Education	32.5%	30.8%	11.1%	28.6%
Total	Count	114	13	27	154	
	Expected Count	114.0	13.0	27.0	154.0	
	% within Place of Education	100.0%	100.0%	100.0%	100.0%	

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.907(a)	2	.086
Likelihood Ratio	5.683	2	.058
Linear-by-Linear Association	4.430	1	.035
N of Valid Cases	154		
a 1 cells (16.7%) have expected count less than 5. The minimum expected count is 3.71.			

Figure



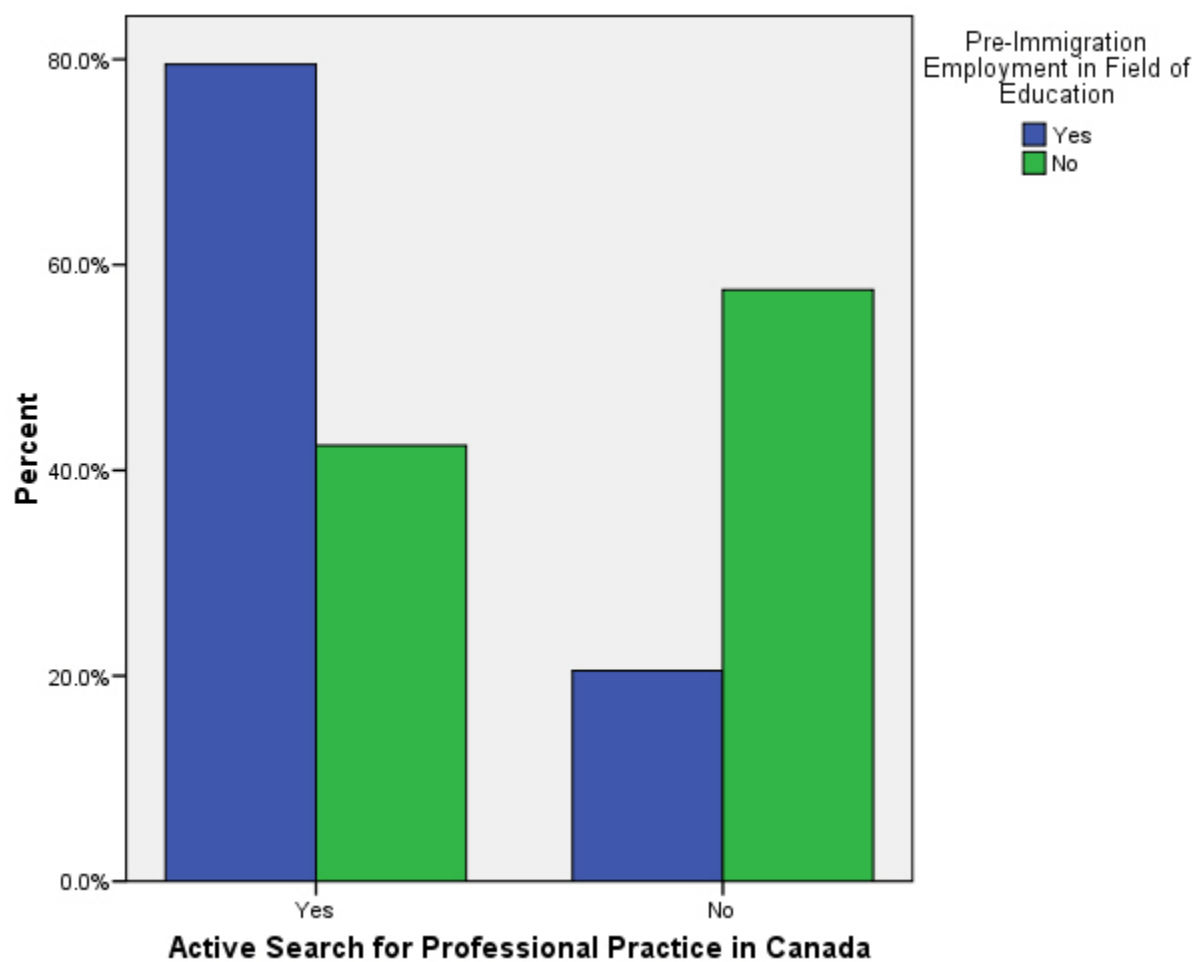
By Pre-Immigration Employment in Field of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Active Search for Professional Practice in Canada * Pre-Immigration Employment in Field of Education	155	100.0%	0	.0%	155	100.0%

Cross-Tabulation					
			Pre-Immigration Employment in Field of Education		Total
			Yes	No	
Active Search for Professional Practice in Canada	Yes	Count	97	14	111
		Expected Count	87.4	23.6	111.0
		% within Pre-Immigration Employment in Field of Education	79.5%	42.4%	71.6%
	No	Count	25	19	44
		Expected Count	34.6	9.4	44.0
		% within Pre-Immigration Employment in Field of Education	20.5%	57.6%	28.4%
Total	Count		122	33	155
	Expected Count		122.0	33.0	155.0
	% within Pre-Immigration Employment in Field of Education		100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	17.571(b)	1	.000		
Continuity Correction(a)	15.794	1	.000		
Likelihood Ratio	16.207	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	17.458	1	.000		
N of Valid Cases	155				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 9.37.					

Figure



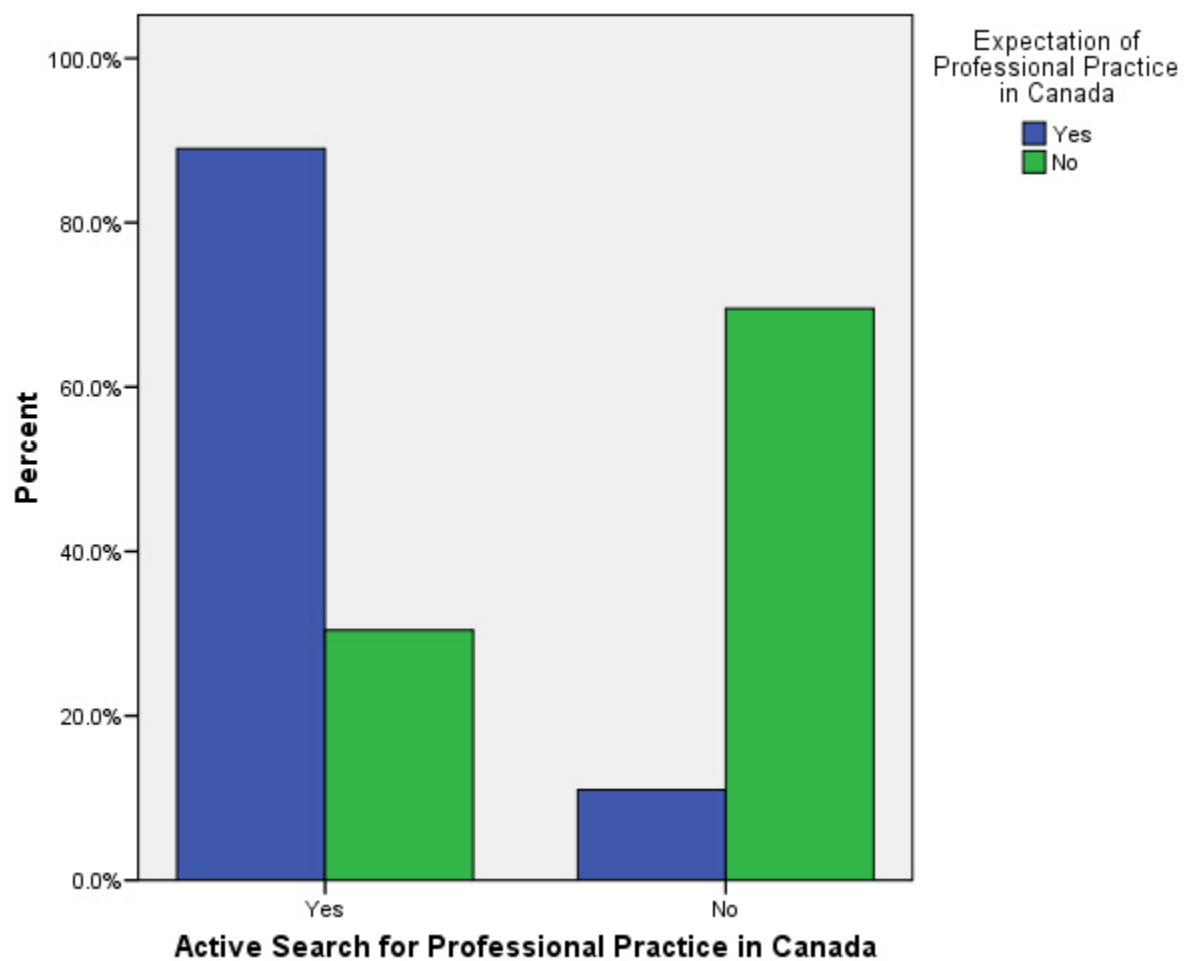
By Expectation of Professional Practice in Canada

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Active Search for Professional Practice in Canada * Expectation of Professional Practice in Canada	155	100.0%	0	.0%	155	100.0%

Cross-Tabulation					
			Expectation of Professional Practice in Canada		Total
			Yes	No	
Active Search for Professional Practice in Canada	Yes	Count	97	14	111
		Expected Count	78.1	32.9	111.0
		% within Expectation of Professional Practice in Canada	89.0%	30.4%	71.6%
	No	Count	12	32	44
		Expected Count	30.9	13.1	44.0
		% within Expectation of Professional Practice in Canada	11.0%	69.6%	28.4%
Total		Count	109	46	155
		Expected Count	109.0	46.0	155.0
		% within Expectation of Professional Practice in Canada	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	54.561(b)	1	.000		
Continuity Correction(a)	51.719	1	.000		
Likelihood Ratio	52.821	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	54.209	1	.000		
N of Valid Cases	155				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.06.					

Figure



3. Applying for Registration to the Professional Regulatory Body

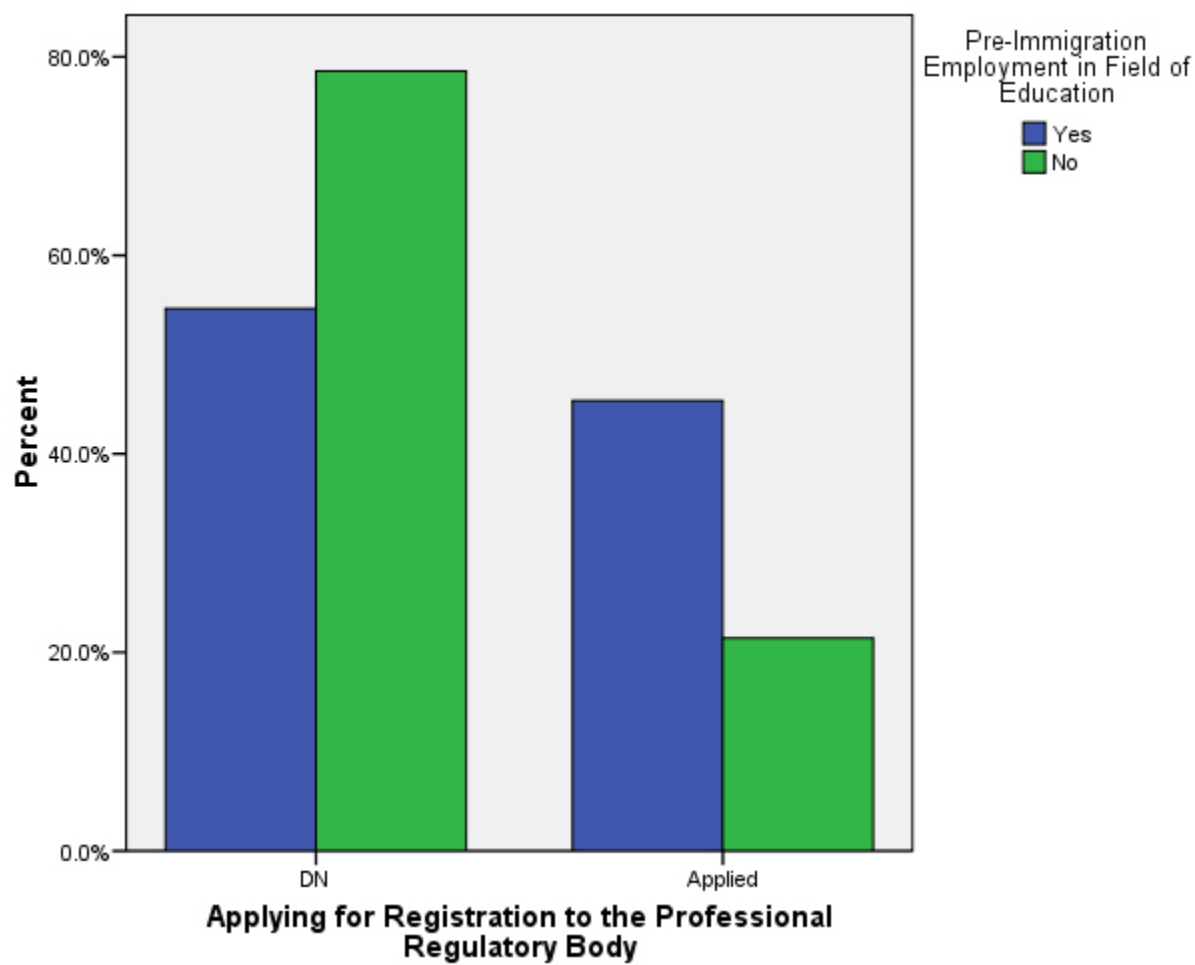
By Pre-Immigration Employment in Field of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Applying for Registration to the Professional Regulatory Body * Pre-Immigration Employment in Field of Education	111	71.6%	44	28.4%	155	100.0%

Cross-Tabulation					
			Pre-Immigration Employment in Field of Education		Total
			Yes	No	
Applying for Registration to the Professional Regulatory Body	DN	Count	53	11	64
		Expected Count	55.9	8.1	64.0
		% within Pre-Immigration Employment in Field of Education	54.6%	78.6%	57.7%
	Applied	Count	44	3	47
		Expected Count	41.1	5.9	47.0
		% within Pre-Immigration Employment in Field of Education	45.4%	21.4%	42.3%
Total		Count	97	14	111
		Expected Count	97.0	14.0	111.0
		% within Pre-Immigration Employment in Field of Education	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.870(b)	1	.090		
Continuity Correction(a)	1.974	1	.160		
Likelihood Ratio	3.082	1	.079		
Fisher's Exact Test				.146	.077
Linear-by-Linear Association	2.844	1	.092		
N of Valid Cases	111				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.93.					

Figure



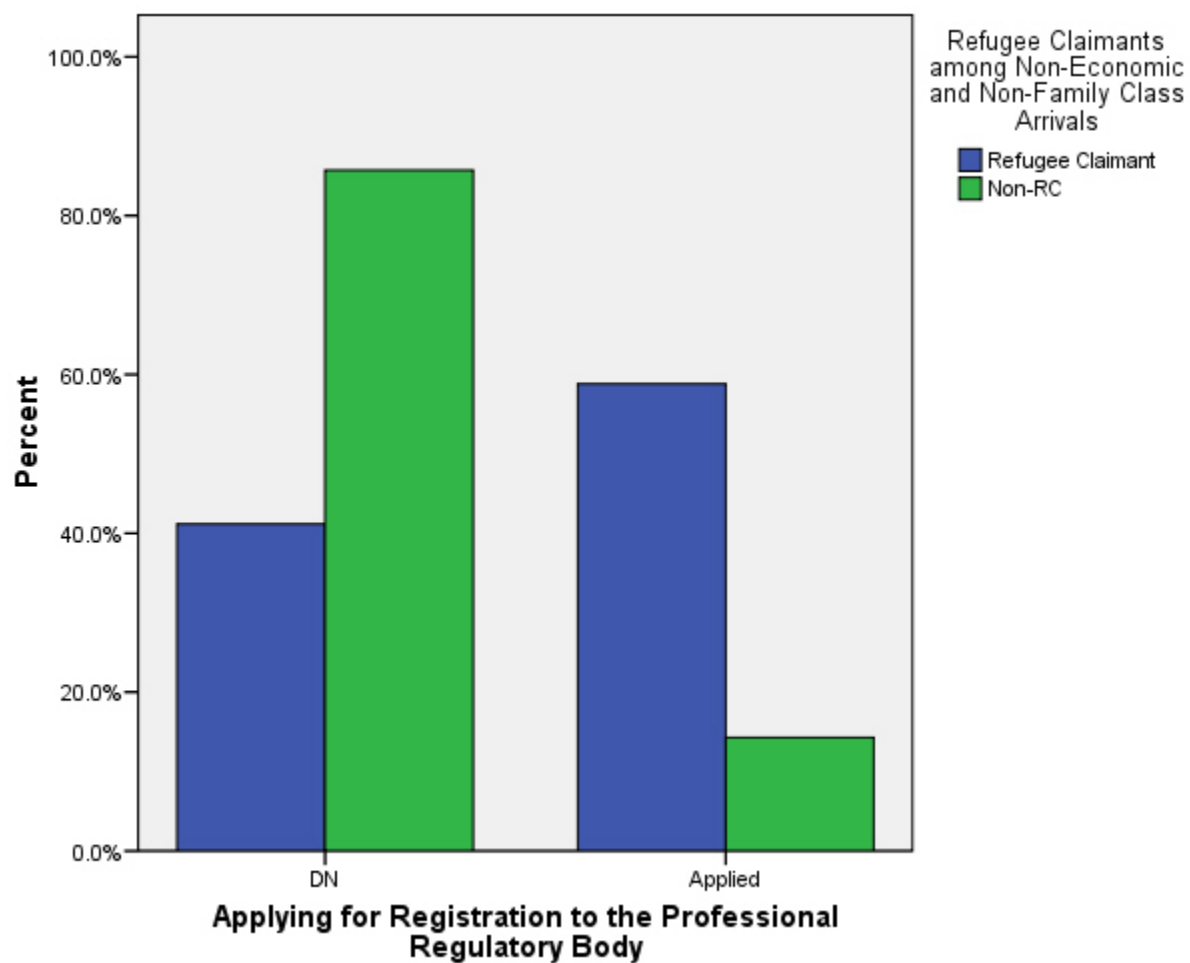
By Refugee Claimants among Non-Economic and Non-Family Class Arrival

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Applying for Registration to the Professional Regulatory Body * Refugee Claimants among Non-Economic and Non-Family Class Arrivals	31	20.0%	124	80.0%	155	100.0%

Cross-Tabulation					
			Refugee Claimants among Non-Economic and Non-Family Class Arrivals		Total
			Refugee Claimant	Non-RC	
Applying for Registration to the Professional Regulatory Body	DN	Count	7	12	19
		Expected Count	10.4	8.6	19.0
		% within Refugee Claimants among Non-Economic and Non-Family Class Arrivals	41.2%	85.7%	61.3%
	Applied	Count	10	2	12
		Expected Count	6.6	5.4	12.0
		% within Refugee Claimants among Non-Economic and Non-Family Class Arrivals	58.8%	14.3%	38.7%
Total	Count		17	14	31
	Expected Count		17.0	14.0	31.0
	% within Refugee Claimants among Non-Economic and Non-Family Class Arrivals		100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6.419(b)	1	.011		
Continuity Correction(a)	4.679	1	.031		
Likelihood Ratio	6.863	1	.009		
Fisher's Exact Test				.024	.014
Linear-by-Linear Association	6.212	1	.013		
N of Valid Cases	31				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.42.					

Figure



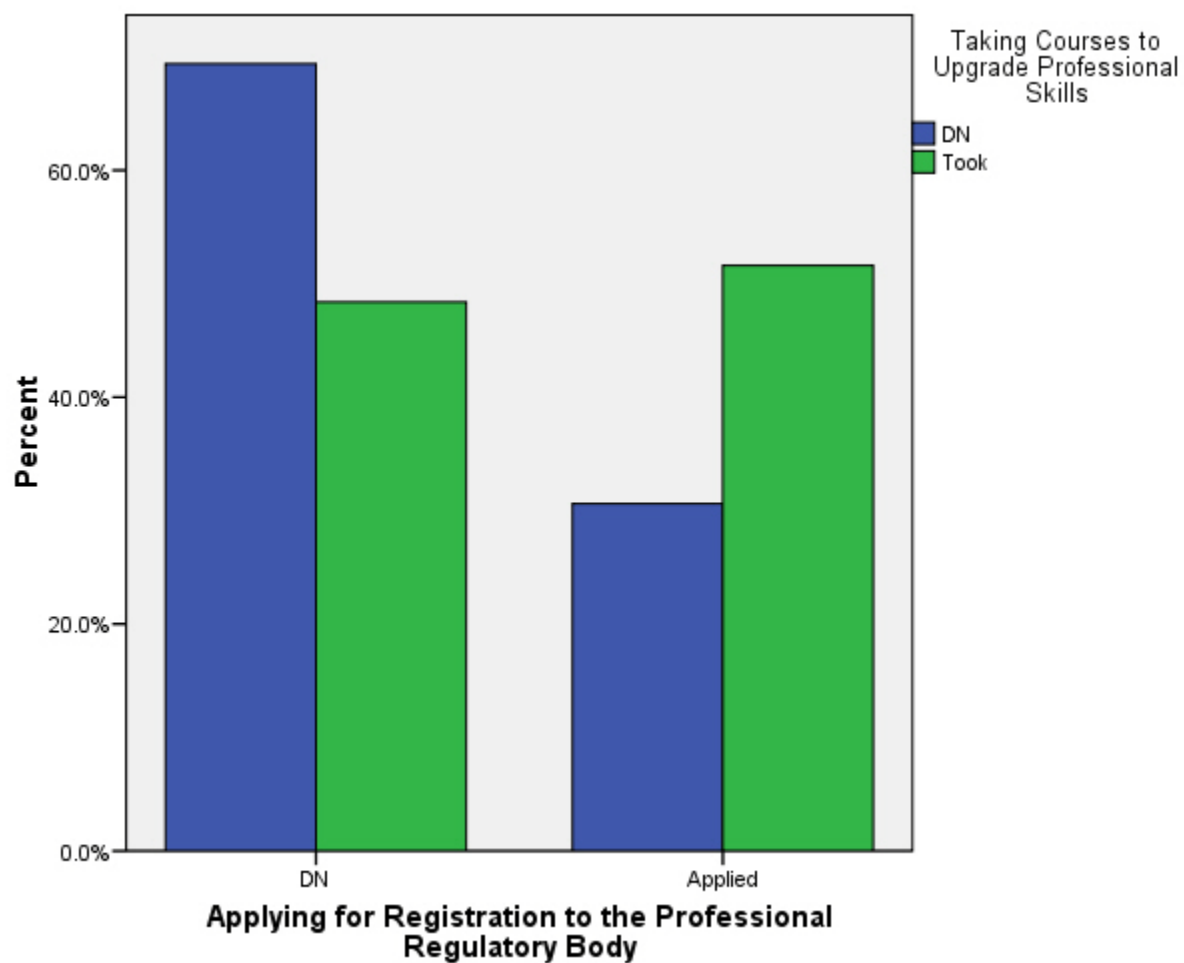
By Taking Courses to Upgrade Professional Skills

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Applying for Registration to the Professional Regulatory Body * Taking Courses to Upgrade Professional Skills	111	71.6%	44	28.4%	155	100.0%

Cross-Tabulation					
			Taking Courses to Upgrade Professional Skills		Total
			DN	Took	
Applying for Registration to the Professional Regulatory Body	DN	Count	34	30	64
		Expected Count	28.3	35.7	64.0
		% within Taking Courses to Upgrade Professional Skills	69.4%	48.4%	57.7%
	Applied	Count	15	32	47
		Expected Count	20.7	26.3	47.0
		% within Taking Courses to Upgrade Professional Skills	30.6%	51.6%	42.3%
Total		Count	49	62	111
		Expected Count	49.0	62.0	111.0
		% within Taking Courses to Upgrade Professional Skills	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4.944(b)	1	.026		
Continuity Correction(a)	4.121	1	.042		
Likelihood Ratio	5.015	1	.025		
Fisher's Exact Test				.034	.021
Linear-by-Linear Association	4.900	1	.027		
N of Valid Cases	111				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 20.75.					

Figure



4. Result of the Search for a Job

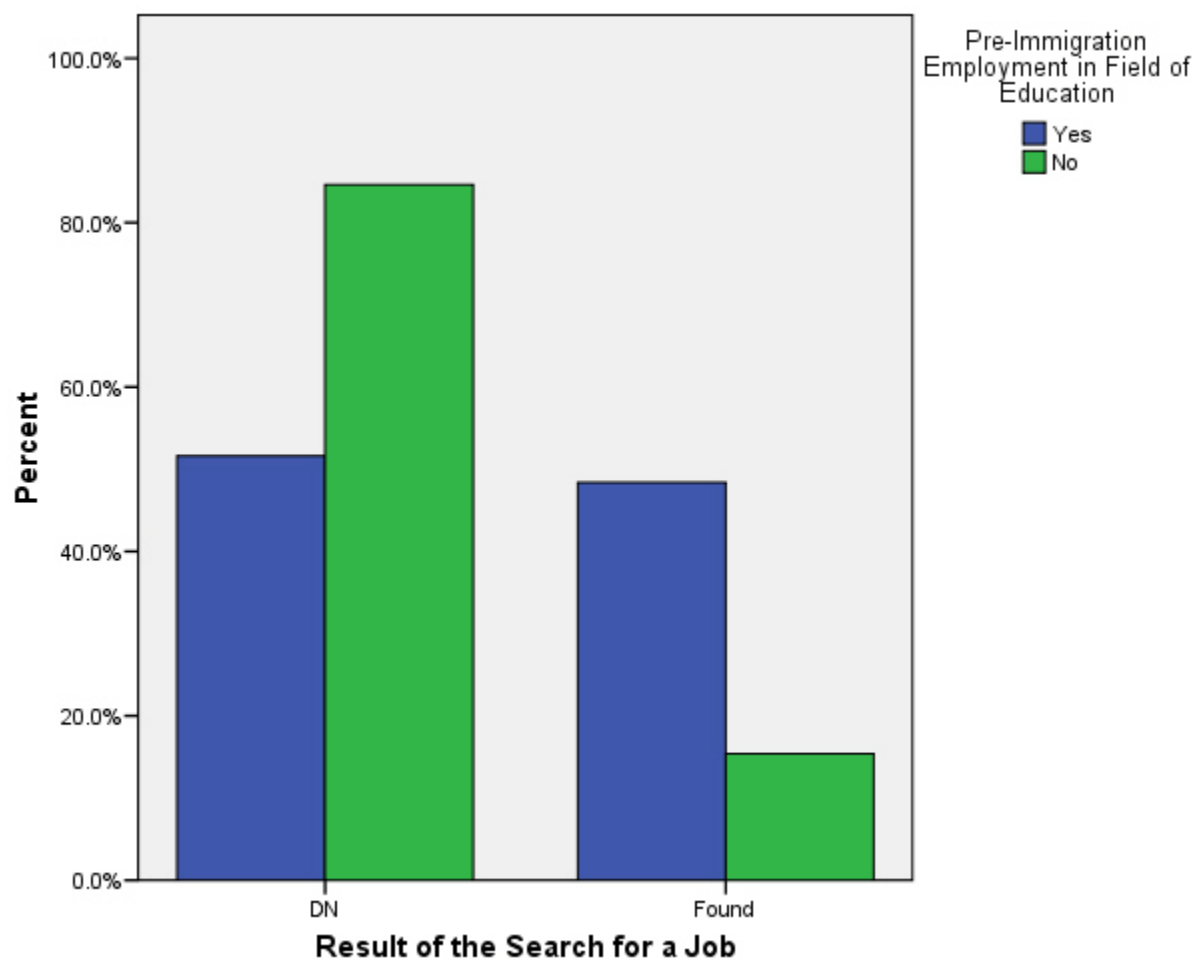
By Pre-Immigration Employment in Field of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Result of the Search for a Job * Pre-Immigration Employment in Field of Education	106	68.4%	49	31.6%	155	100.0%

Cross-Tabulation					
			Pre-Immigration Employment in Field of Education		Total
			Yes	No	
Result of the Search for a Job	DN	Count	48	11	59
		Expected Count	51.8	7.2	59.0
		% within Pre-Immigration Employment in Field of Education	51.6%	84.6%	55.7%
	Found	Count	45	2	47
		Expected Count	41.2	5.8	47.0
		% within Pre-Immigration Employment in Field of Education	48.4%	15.4%	44.3%
Total		Count	93	13	106
		Expected Count	93.0	13.0	106.0
		% within Pre-Immigration Employment in Field of Education	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.034(b)	1	.025		
Continuity Correction(a)	3.785	1	.052		
Likelihood Ratio	5.595	1	.018		
Fisher's Exact Test				.035	.023
Linear-by-Linear Association	4.986	1	.026		
N of Valid Cases	106				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.76.					

Figure



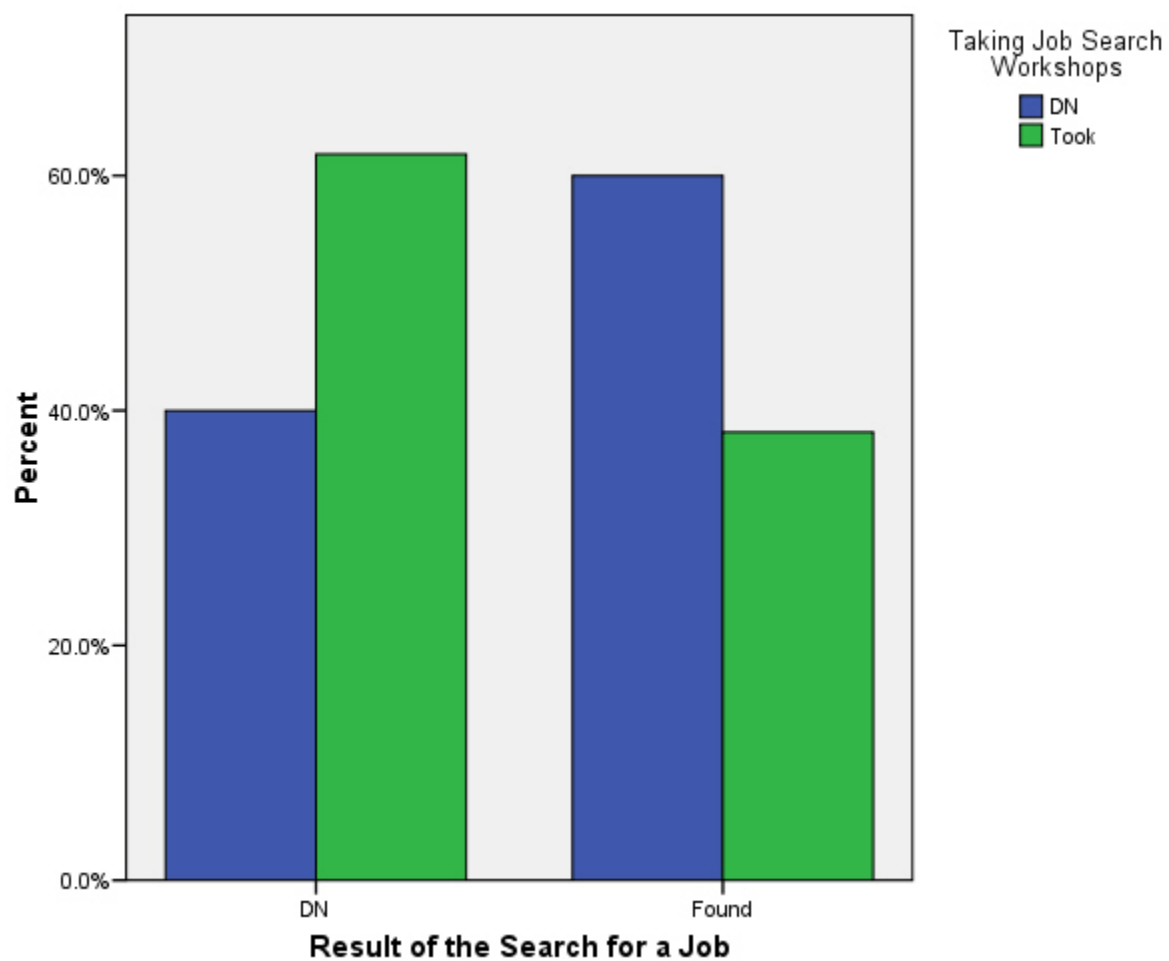
By Taking Job Search Workshops

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Result of the Search for a Job * Taking Job Search Workshops	106	68.4%	49	31.6%	155	100.0%

Cross-Tabulation					
			Taking Job Search Workshops		Total
			DN	Took	
Result of the Search for a Job	DN	Count	12	47	59
		Expected Count	16.7	42.3	59.0
		% within Taking Job Search Workshops	40.0%	61.8%	55.7%
	Found	Count	18	29	47
		Expected Count	13.3	33.7	47.0
		% within Taking Job Search Workshops	60.0%	38.2%	44.3%
Total	Count		30	76	106
	Expected Count		30.0	76.0	106.0
	% within Taking Job Search Workshops		100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4.158(b)	1	.041		
Continuity Correction(a)	3.320	1	.068		
Likelihood Ratio	4.151	1	.042		
Fisher's Exact Test				.052	.034
Linear-by-Linear Association	4.119	1	.042		
N of Valid Cases	106				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.30.					

Figure



5. First Settlement Agency Contact – First Settlement Job Match

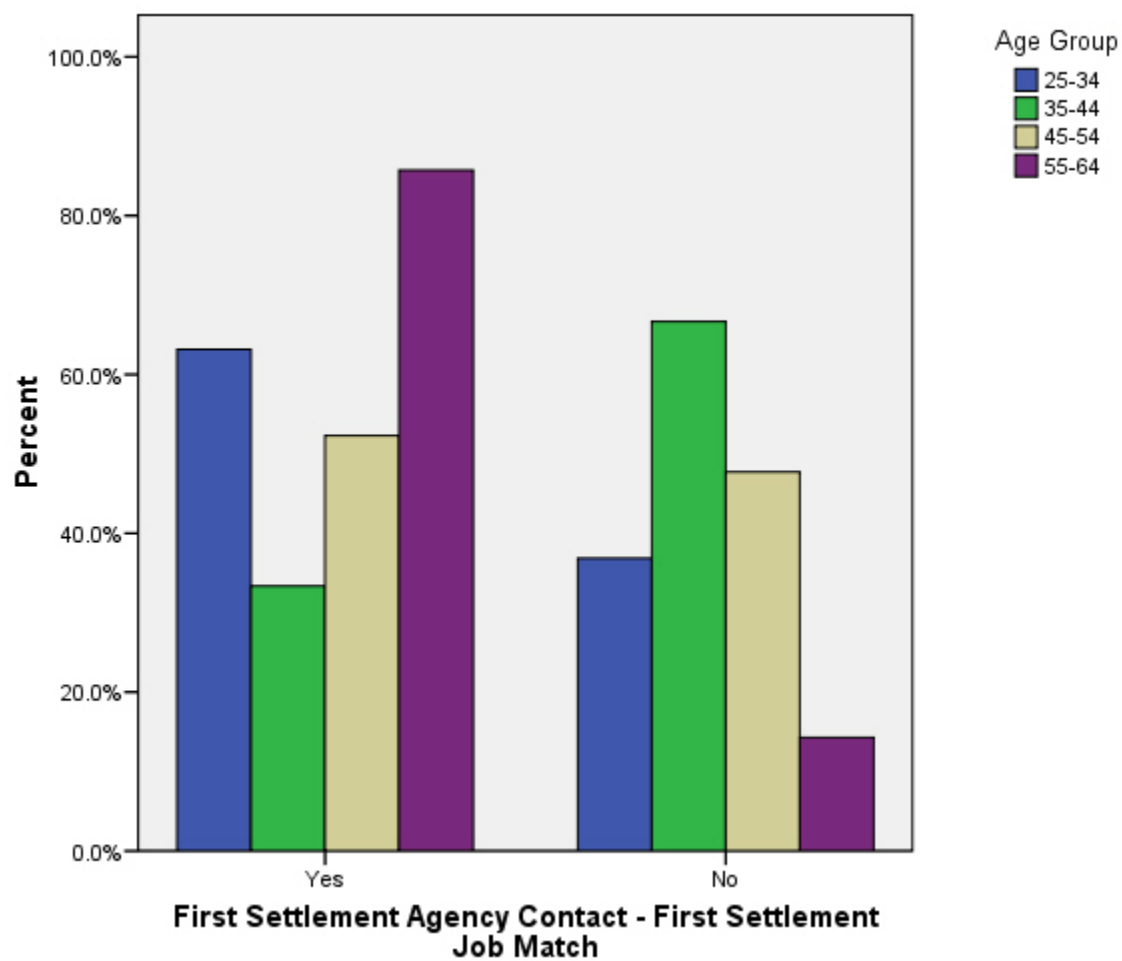
By Age Group

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Agency Contact - First Settlement Job Match * Age Group	138	89.0%	17	11.0%	155	100.0%

Cross-Tabulation							
			Age Group				Total
			25-34	35-44	45-54	55-64	
First Settlement Agency Contact - First Settlement Job Match	Yes	Count	24	14	23	12	73
		Expected Count	20.1	22.2	23.3	7.4	73.0
		% within Age Group	63.2%	33.3%	52.3%	85.7%	52.9%
	No	Count	14	28	21	2	65
		Expected Count	17.9	19.8	20.7	6.6	65.0
		% within Age Group	36.8%	66.7%	47.7%	14.3%	47.1%
Total		Count	38	42	44	14	138
		Expected Count	38.0	42.0	44.0	14.0	138.0
		% within Age Group	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.116(a)	3	.003
Likelihood Ratio	14.972	3	.002
Linear-by-Linear Association	.773	1	.379
N of Valid Cases	138		
a 0 cells (.0%) have expected count less than 5. The minimum expected count is 6.59.			

Figure



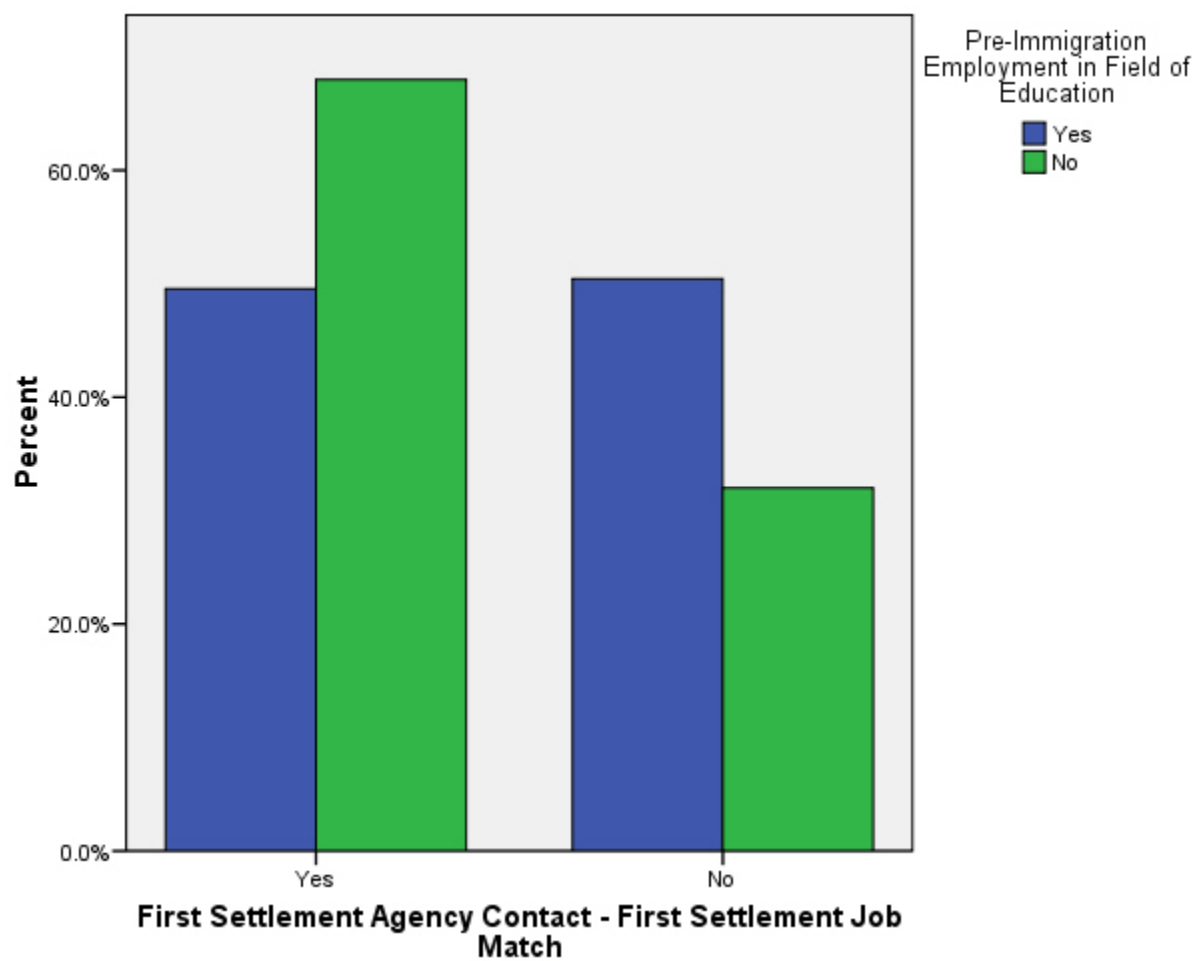
By Pre-Immigration Employment in Field of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Agency Contact - First Settlement Job Match * Pre-Immigration Employment in Field of Education	138	89.0%	17	11.0%	155	100.0%

Cross-Tabulation					
			Pre-Immigration Employment in Field of Education		Total
			Yes	No	
First Settlement Agency Contact - First Settlement Job Match	Yes	Count	56	17	73
		Expected Count	59.8	13.2	73.0
		% within Pre-Immigration Employment in Field of Education	49.6%	68.0%	52.9%
	No	Count	57	8	65
		Expected Count	53.2	11.8	65.0
		% within Pre-Immigration Employment in Field of Education	50.4%	32.0%	47.1%
Total		Count	113	25	138
		Expected Count	113.0	25.0	138.0
		% within Pre-Immigration Employment in Field of Education	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.794(b)	1	.095		
Continuity Correction(a)	2.103	1	.147		
Likelihood Ratio	2.859	1	.091		
Fisher's Exact Test				.122	.073
Linear-by-Linear Association	2.774	1	.096		
N of Valid Cases	138				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 11.78.					

Figure



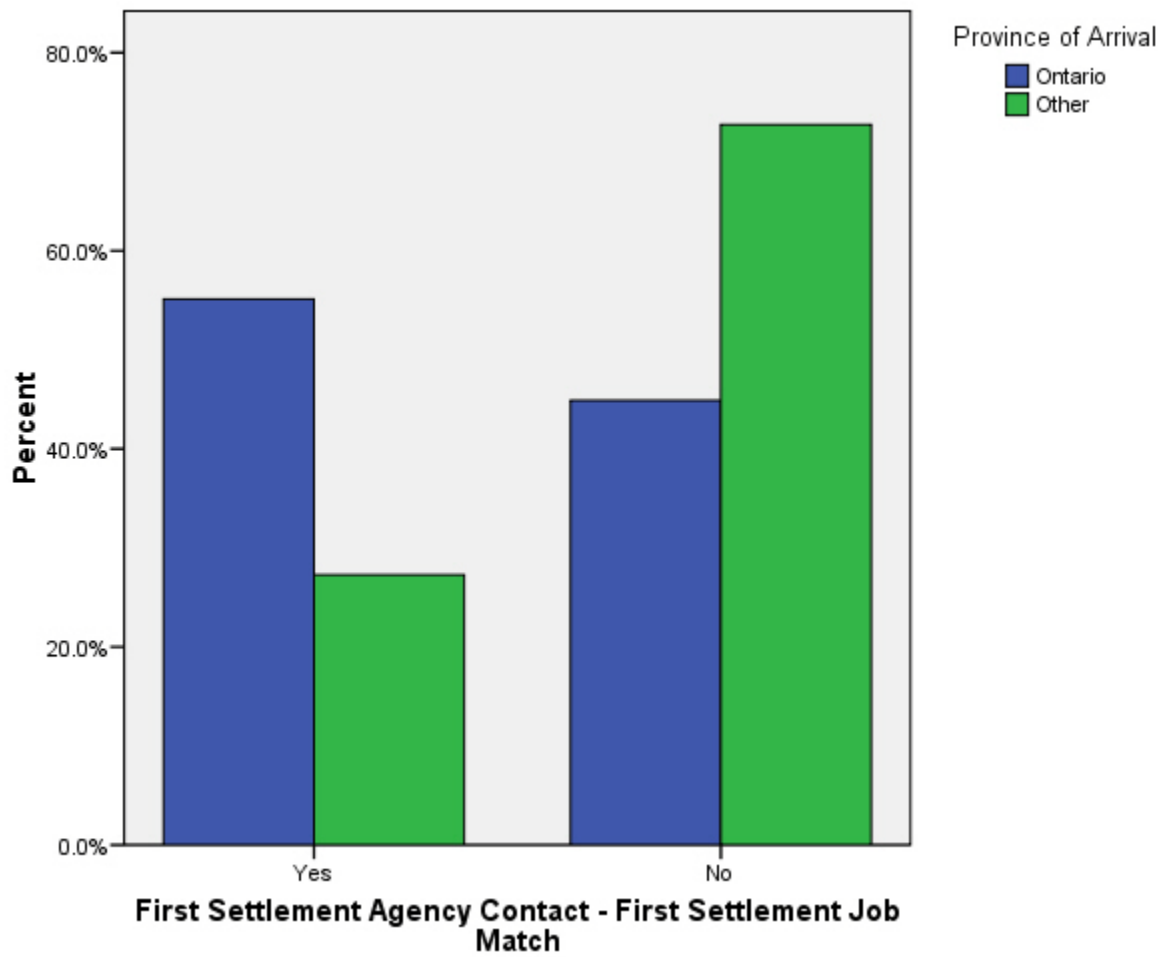
By Province of Arrival

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Agency Contact - First Settlement Job Match * Province of Arrival	138	89.0%	17	11.0%	155	100.0%

Cross-Tabulation					
			Province of Arrival		Total
			Ontario	Other	
First Settlement Agency Contact - First Settlement Job Match	Yes	Count	70	3	73
		Expected Count	67.2	5.8	73.0
		% within Province of Arrival	55.1%	27.3%	52.9%
	No	Count	57	8	65
		Expected Count	59.8	5.2	65.0
		% within Province of Arrival	44.9%	72.7%	47.1%
Total		Count	127	11	138
		Expected Count	127.0	11.0	138.0
		% within Province of Arrival	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.150(b)	1	.076		
Continuity Correction(a)	2.132	1	.144		
Likelihood Ratio	3.227	1	.072		
Fisher's Exact Test				.114	.072
Linear-by-Linear Association	3.127	1	.077		
N of Valid Cases	138				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.18.					

Figure



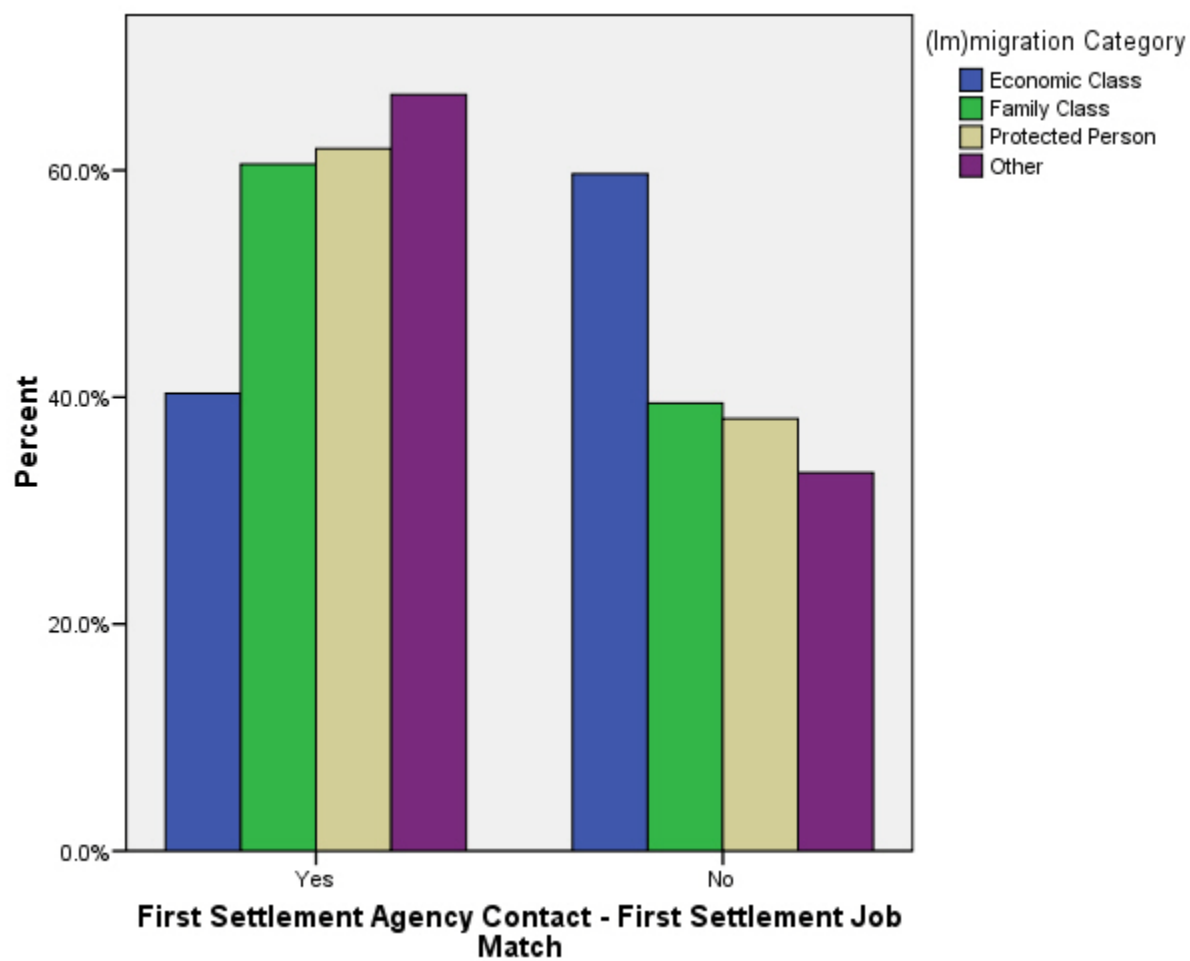
By (Im)migration Category

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Agency Contact - First Settlement Job Match * (Im)migration Category	136	87.7%	19	12.3%	155	100.0%

Cross-Tabulation							
			(Im)migration Category				Total
			Economic Class	Family Class	Protected Person	Other	
First Settlement Agency Contact - First Settlement Job Match	Yes	Count	25	23	13	10	71
		Expected Count	32.4	19.8	11.0	7.8	71.0
		% within (Im)migration Category	40.3%	60.5%	61.9%	66.7%	52.2%
	No	Count	37	15	8	5	65
		Expected Count	29.6	18.2	10.0	7.2	65.0
		% within (Im)migration Category	59.7%	39.5%	38.1%	33.3%	47.8%
Total	Count	62	38	21	15	136	
	Expected Count	62.0	38.0	21.0	15.0	136.0	
	% within (Im)migration Category	100.0%	100.0%	100.0%	100.0%	100.0%	

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.612(a)	3	.085
Likelihood Ratio	6.670	3	.083
Linear-by-Linear Association	4.060	1	.044
N of Valid Cases	136		
a 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.17.			

Figure



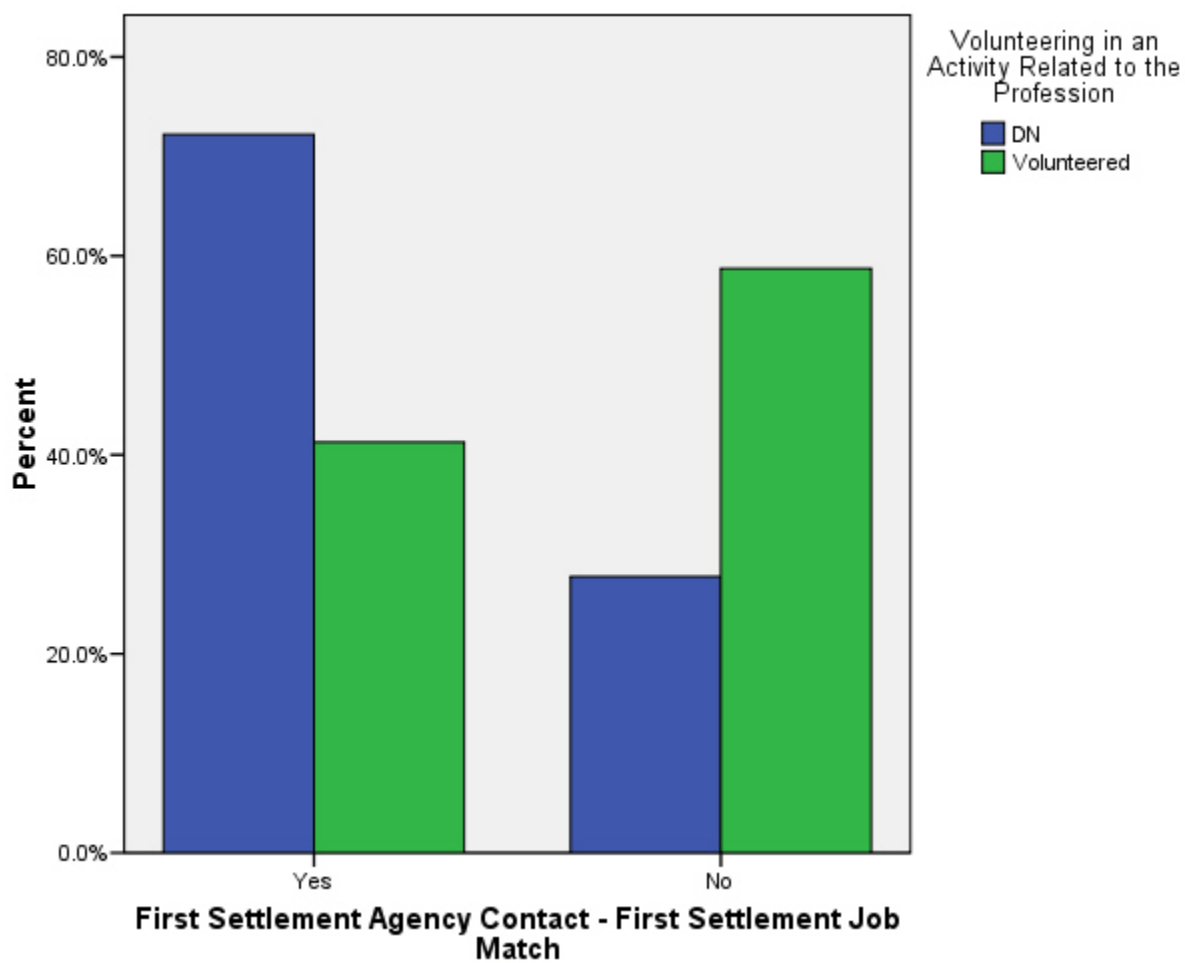
By Volunteering in an Activity Related to the Profession

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Agency Contact - First Settlement Job Match * Volunteering in an Activity Related to the Profession	99	63.9%	56	36.1%	155	100.0%

Cross-Tabulation					
			Volunteering in an Activity Related to the Profession		Total
			DN	Volunteered	
First Settlement Agency Contact - First Settlement Job Match	Yes	Count	26	26	52
		Expected Count	18.9	33.1	52.0
		% within Volunteering in an Activity Related to the Profession	72.2%	41.3%	52.5%
	No	Count	10	37	47
		Expected Count	17.1	29.9	47.0
		% within Volunteering in an Activity Related to the Profession	27.8%	58.7%	47.5%
Total		Count	36	63	99
		Expected Count	36.0	63.0	99.0
		% within Volunteering in an Activity Related to the Profession	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	8.802(b)	1	.003		
Continuity Correction(a)	7.604	1	.006		
Likelihood Ratio	9.044	1	.003		
Fisher's Exact Test				.004	.003
Linear-by-Linear Association	8.713	1	.003		
N of Valid Cases	99				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 17.09.					

Figure



By Reason(s) for First Contact with a Settlement Agency

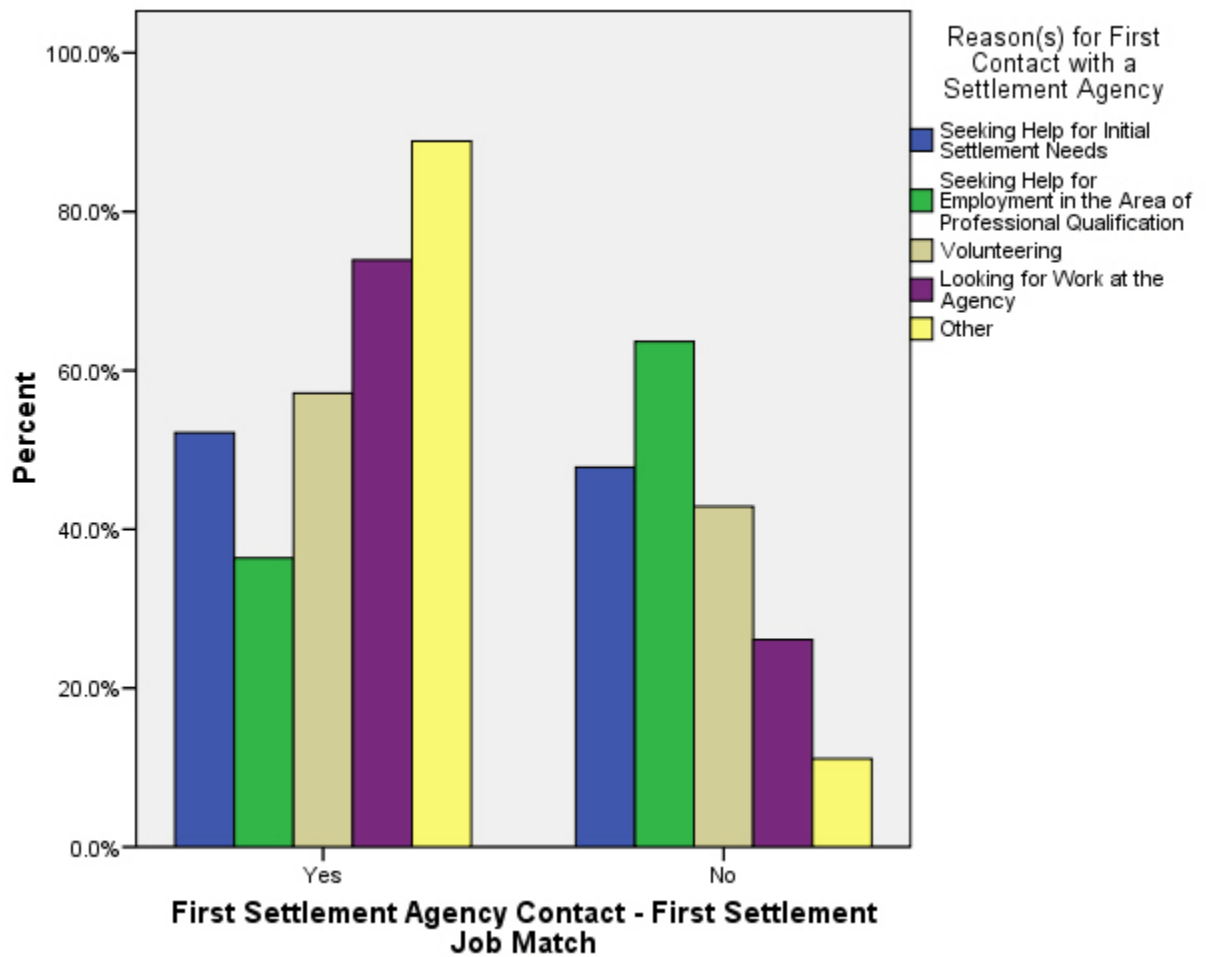
Case Processing Summary							
	Cases						
	Valid		Missing		Total		
	N	Percent	N	Percent	N	Percent	
First Settlement Agency Contact - First Settlement Job Match *	138	89.0%	17	11.0%	155	100.0%	
Reason(s) for First Contact with a Settlement Agency							

Cross-Tabulation								
			Reason(s) for First Contact with a Settlement Agency					Total
			Seeking Help for Initial Settlement Needs	Seeking Help for Employment in the Area of Professional Qualification	Volunteering	Looking for Work at the Agency	Other	
First Settlement Agency Contact - First Settlement Job Match	Yes	Count	12	20	16	17	8	73
		Expected Count	12.2	29.1	14.8	12.2	4.8	73.0
		% within Reason(s) for First Contact with a Settlement Agency	52.2%	36.4%	57.1%	73.9%	88.9%	52.9%
	No	Count	11	35	12	6	1	65
		Expected Count	10.8	25.9	13.2	10.8	4.2	65.0
		% within Reason(s) for First Contact with a Settlement Agency	47.8%	63.6%	42.9%	26.1%	11.1%	47.1%
	Total	Count	23	55	28	23	9	138
		Expected Count	23.0	55.0	28.0	23.0	9.0	138.0
		% within Reason(s) for First Contact with a Settlement Agency	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.998(a)	4	.005
Likelihood Ratio	15.976	4	.003
Linear-by-Linear Association	9.525	1	.002
N of Valid Cases	138		

a 2 cells (20.0%) have expected count less than 5. The minimum expected count is 4.24.

Figure



6. First Settlement Job – Current Settlement Job Match

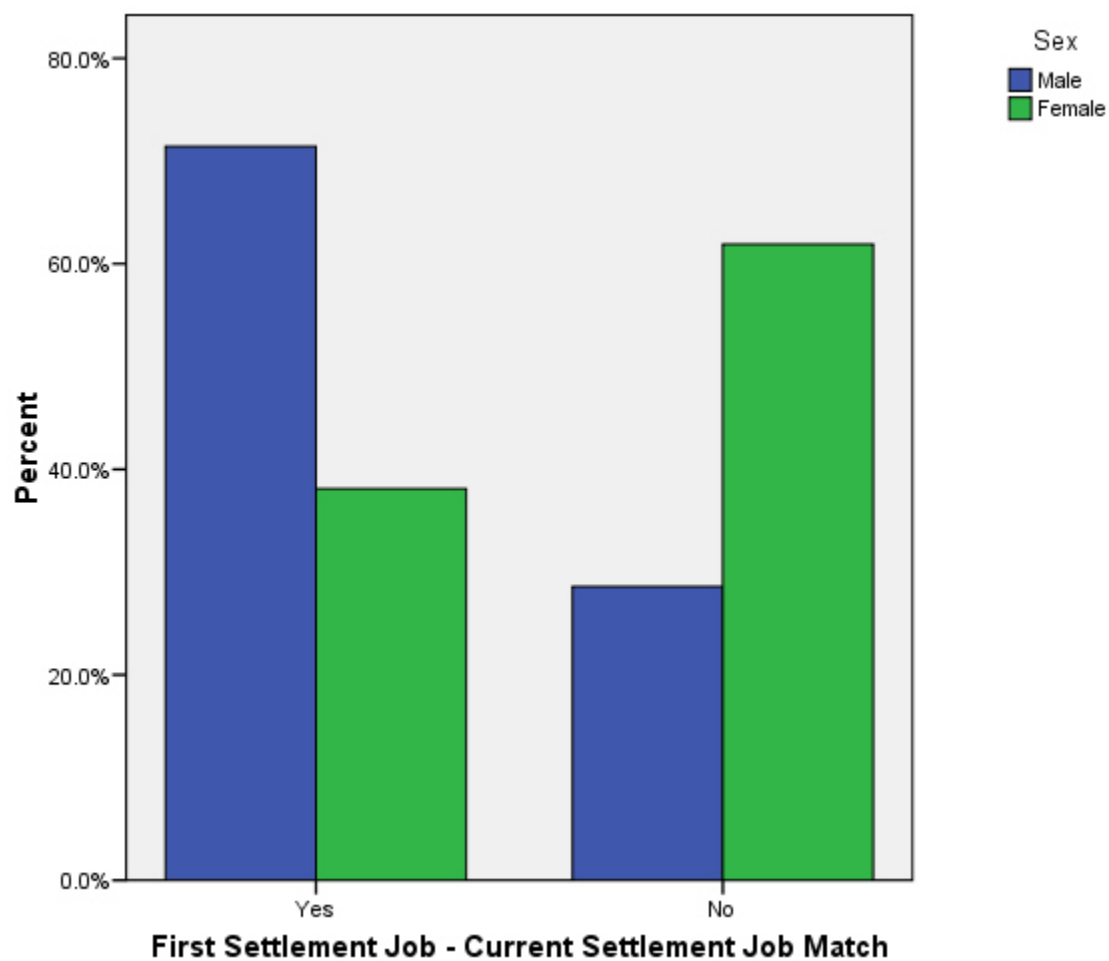
By Sex

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Job - Current Settlement Job Match * Sex	133	85.8%	22	14.2%	155	100.0%

Cross-Tabulation					
			Sex		Total
			Male	Female	
First Settlement Job - Current Settlement Job Match	Yes	Count	20	40	60
		Expected Count	12.6	47.4	60.0
		% within Sex	71.4%	38.1%	45.1%
	No	Count	8	65	73
		Expected Count	15.4	57.6	73.0
		% within Sex	28.6%	61.9%	54.9%
Total		Count	28	105	133
		Expected Count	28.0	105.0	133.0
		% within Sex	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	9.919(b)	1	.002		
Continuity Correction(a)	8.619	1	.003		
Likelihood Ratio	10.050	1	.002		
Fisher's Exact Test				.002	.002
Linear-by-Linear Association	9.845	1	.002		
N of Valid Cases	133				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 12.63.					

Figure



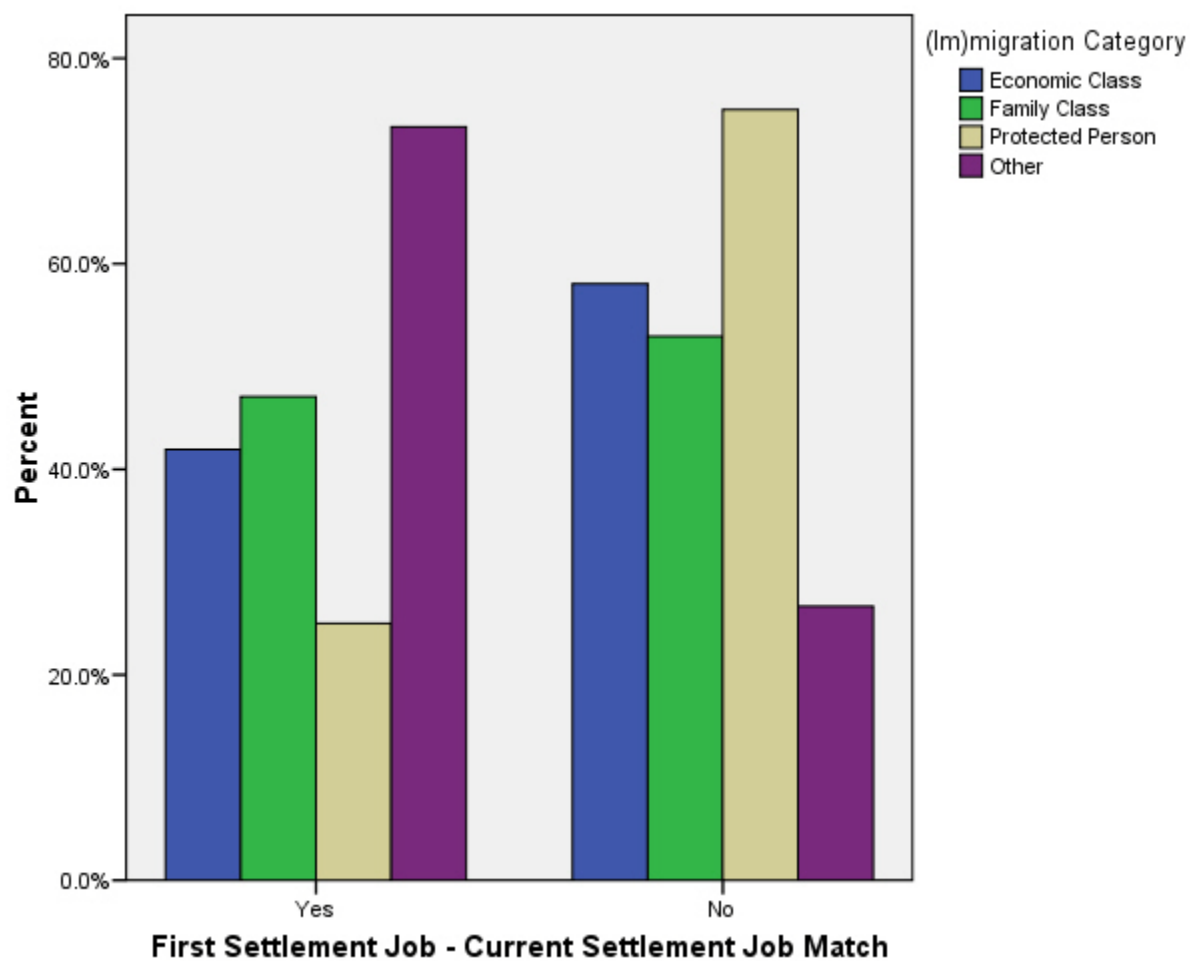
By (Im)migration Category

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Job - Current Settlement Job Match * (Im)migration Category	131	84.5%	24	15.5%	155	100.0%

Cross-Tabulation							
			(Im)migration Category				Total
			Economic Class	Family Class	Protected Person	Other	
First Settlement Job - Current Settlement Job Match	Yes	Count	26	16	5	11	58
		Expected Count	27.5	15.1	8.9	6.6	58.0
		% within (Im)migration Category	41.9%	47.1%	25.0%	73.3%	44.3%
	No	Count	36	18	15	4	73
		Expected Count	34.5	18.9	11.1	8.4	73.0
		% within (Im)migration Category	58.1%	52.9%	75.0%	26.7%	55.7%
Total		Count	62	34	20	15	131
		Expected Count	62.0	34.0	20.0	15.0	131.0
		% within (Im)migration Category	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.390(a)	3	.039
Likelihood Ratio	8.646	3	.034
Linear-by-Linear Association	2.844	1	.092
N of Valid Cases	131		
a 0 cells (.0%) have expected count less than 5. The minimum expected count is 6.64.			

Figure



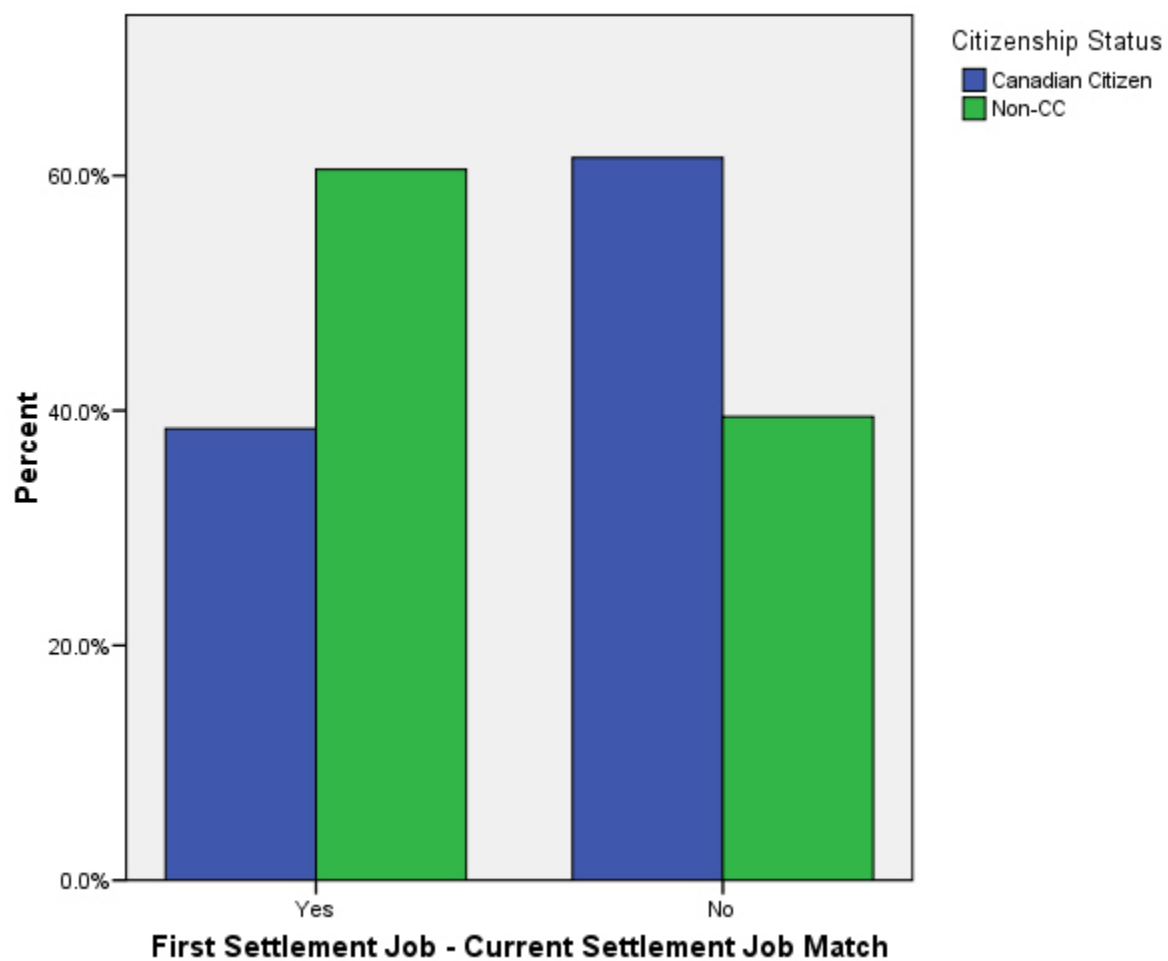
By Citizenship Status

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Job - Current Settlement Job Match	129	83.2%	26	16.8%	155	100.0%

Cross-Tabulation					
			Citizenship Status		Total
			Canadian Citizen	Non-CC	
First Settlement Job - Current Settlement Job Match	Yes	Count	35	23	58
		Expected Count	40.9	17.1	58.0
		% within Citizenship Status	38.5%	60.5%	45.0%
	No	Count	56	15	71
		Expected Count	50.1	20.9	71.0
		% within Citizenship Status	61.5%	39.5%	55.0%
Total	Count		91	38	129
	Expected Count		91.0	38.0	129.0
	% within Citizenship Status		100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.274(b)	1	.022		
Continuity Correction(a)	4.420	1	.036		
Likelihood Ratio	5.275	1	.022		
Fisher's Exact Test				.032	.018
Linear-by-Linear Association	5.233	1	.022		
N of Valid Cases	129				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 17.09.					

Figure



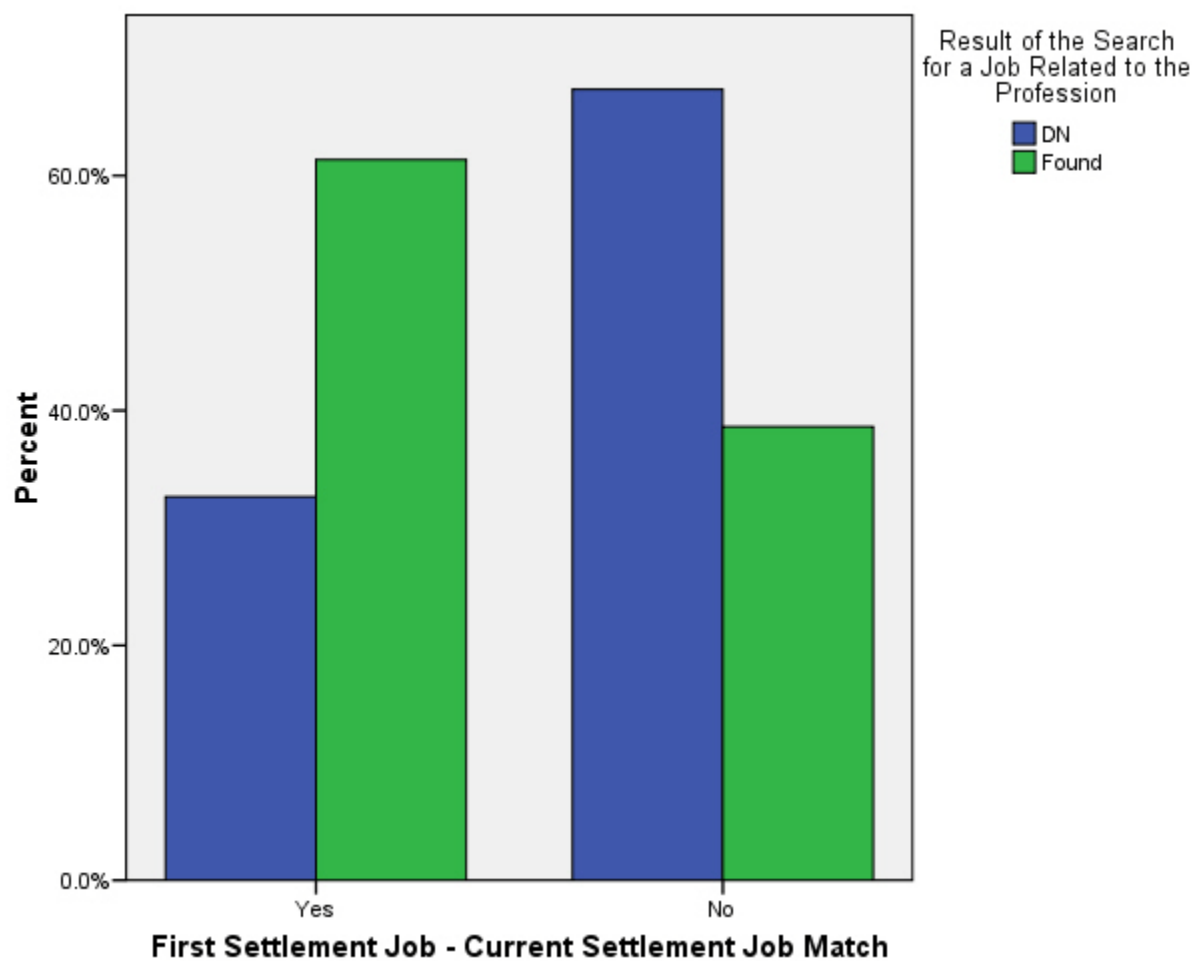
By Result of the Search for a Job Related to the Profession

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Job - Current Settlement Job Match * Result of the Search for a Job Related to the Profession	93	60.0%	62	40.0%	155	100.0%

Cross-Tabulation					
			Result of the Search for a Job Related to the Profession		Total
			DN	Found	
First Settlement Job - Current Settlement Job Match	Yes	Count	16	27	43
		Expected Count	22.7	20.3	43.0
		% within Result of the Search for a Job Related to the Profession	32.7%	61.4%	46.2%
	No	Count	33	17	50
		Expected Count	26.3	23.7	50.0
		% within Result of the Search for a Job Related to the Profession	67.3%	38.6%	53.8%
Total		Count	49	44	93
		Expected Count	49.0	44.0	93.0
		% within Result of the Search for a Job Related to the Profession	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	7.687(b)	1	.006		
Continuity Correction(a)	6.576	1	.010		
Likelihood Ratio	7.788	1	.005		
Fisher's Exact Test				.007	.005
Linear-by-Linear Association	7.605	1	.006		
N of Valid Cases	93				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 20.34.					

Figure



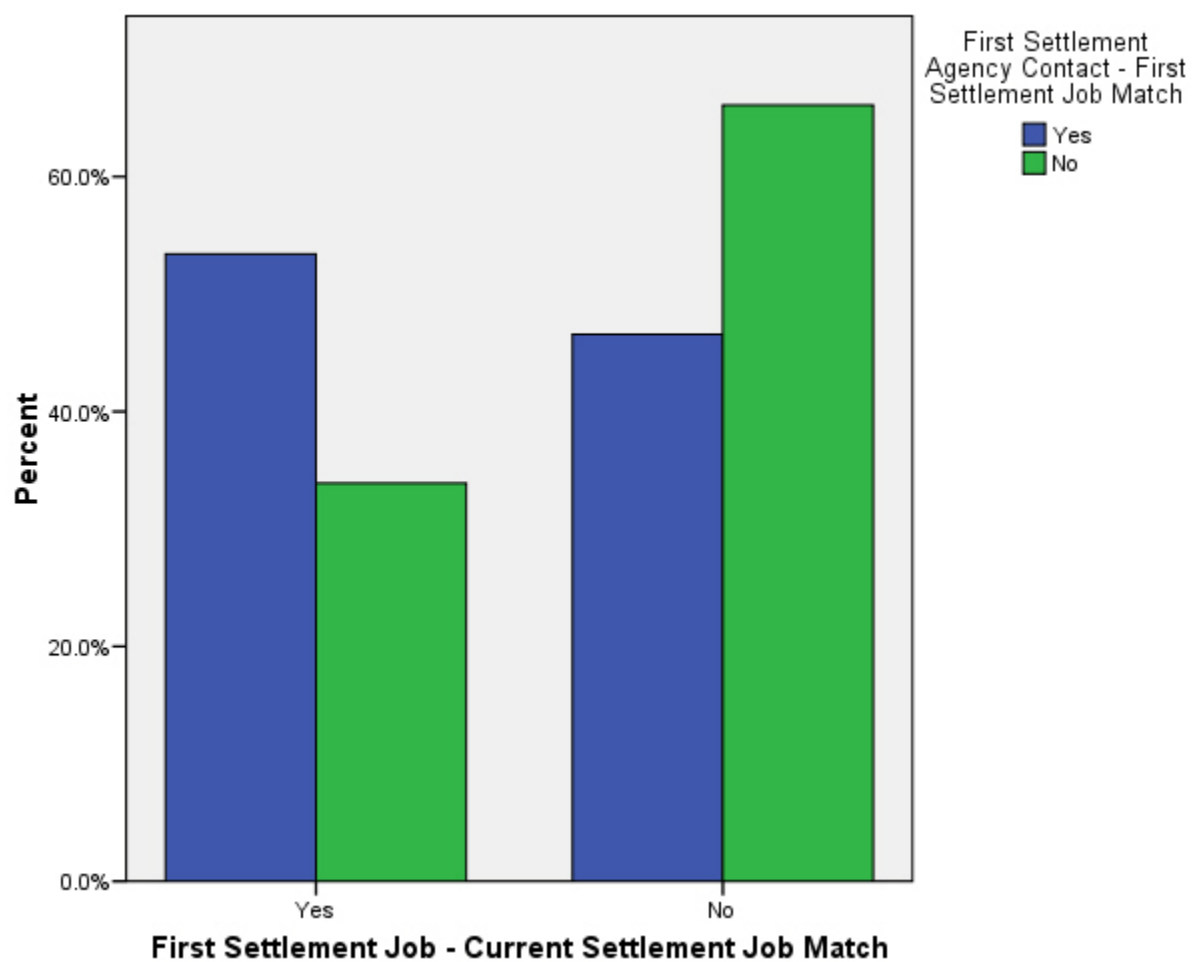
By First Settlement Agency Contact – First Settlement Job Match

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Settlement Job - Current Settlement Job Match *	132	85.2%	23	14.8%	155	100.0%

Cross-Tabulation					
			First Settlement Agency Contact - First Settlement Job Match		Total
			Yes	No	
First Settlement Job - Current Settlement Job Match	Yes	Count	39	20	59
		Expected Count	32.6	26.4	59.0
		% within First Settlement Agency Contact - First Settlement Job Match	53.4%	33.9%	44.7%
	No	Count	34	39	73
		Expected Count	40.4	32.6	73.0
		% within First Settlement Agency Contact - First Settlement Job Match	46.6%	66.1%	55.3%
Total	Count		73	59	132
	Expected Count		73.0	59.0	132.0
	% within First Settlement Agency Contact - First Settlement Job Match		100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	5.033(b)	1	.025		
Continuity Correction(a)	4.274	1	.039		
Likelihood Ratio	5.084	1	.024		
Fisher's Exact Test				.034	.019
Linear-by-Linear Association	4.995	1	.025		
N of Valid Cases	132				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 26.37.					

Figure



7. First Employer – Current Employer Match in the Settlement Sector

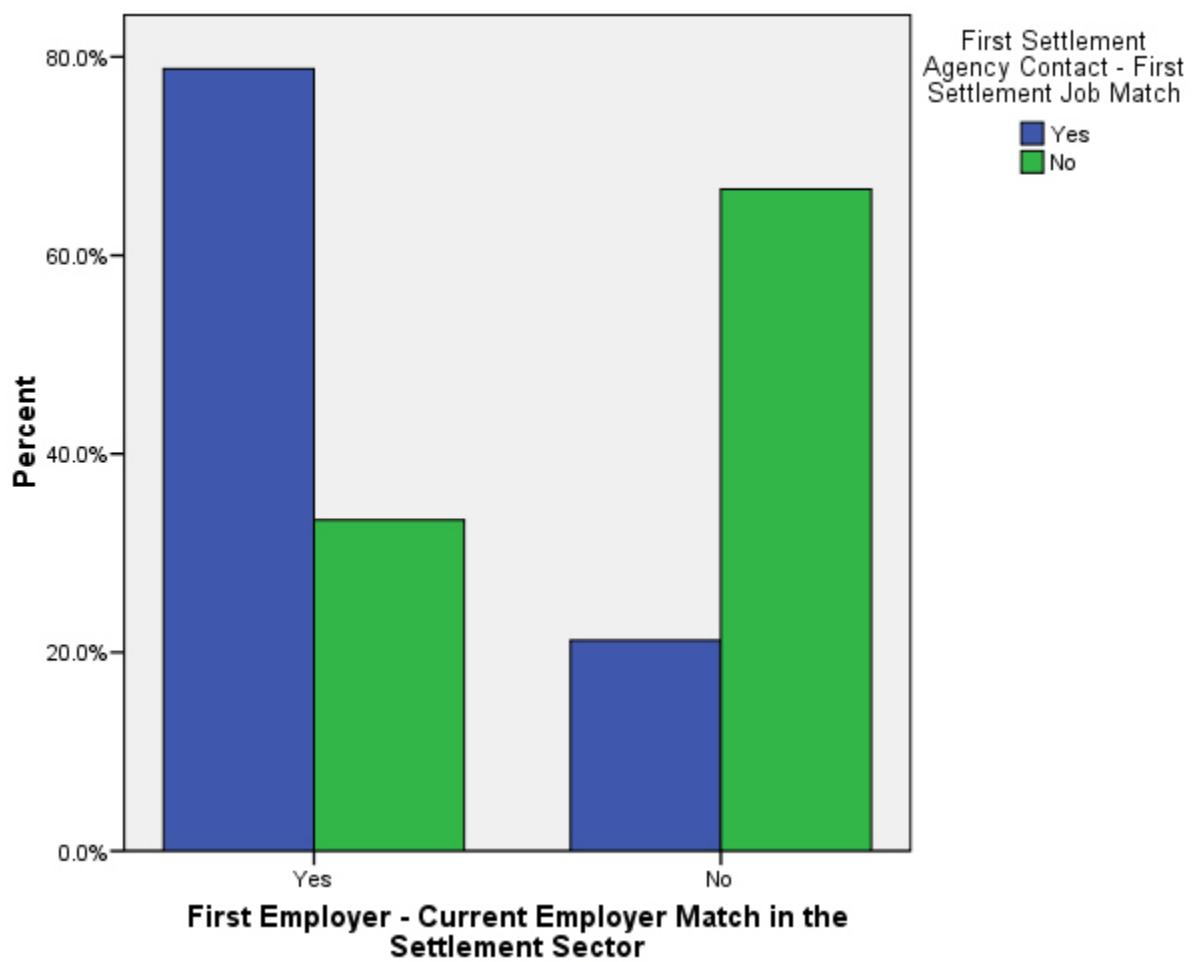
By First Settlement Agency Contact – First Settlement Job Match

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
First Employer - Current Employer Match in the Settlement Sector* First Settlement Agency Contact - First Settlement Job Match	69	44.5%	86	55.5%	155	100.0%

Cross-Tabulation					
			First Settlement Agency Contact - First Settlement Job Match		Total
			Yes	No	
First Employer - Current Employer Match in the Settlement Sector	Yes	Count	26	12	38
		Expected Count	18.2	19.8	38.0
		% within First Settlement Agency Contact - First Settlement Job Match	78.8%	33.3%	55.1%
	No	Count	7	24	31
		Expected Count	14.8	16.2	31.0
		% within First Settlement Agency Contact - First Settlement Job Match	21.2%	66.7%	44.9%
Total		Count	33	36	69
		Expected Count	33.0	36.0	69.0
		% within First Settlement Agency Contact - First Settlement Job Match	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	14.377(b)	1	.000		
Continuity Correction(a)	12.599	1	.000		
Likelihood Ratio	15.008	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	14.169	1	.000		
N of Valid Cases	69				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 14.83.					

Figure



8. Professional Training Related to Settlement since First Job in the Sector

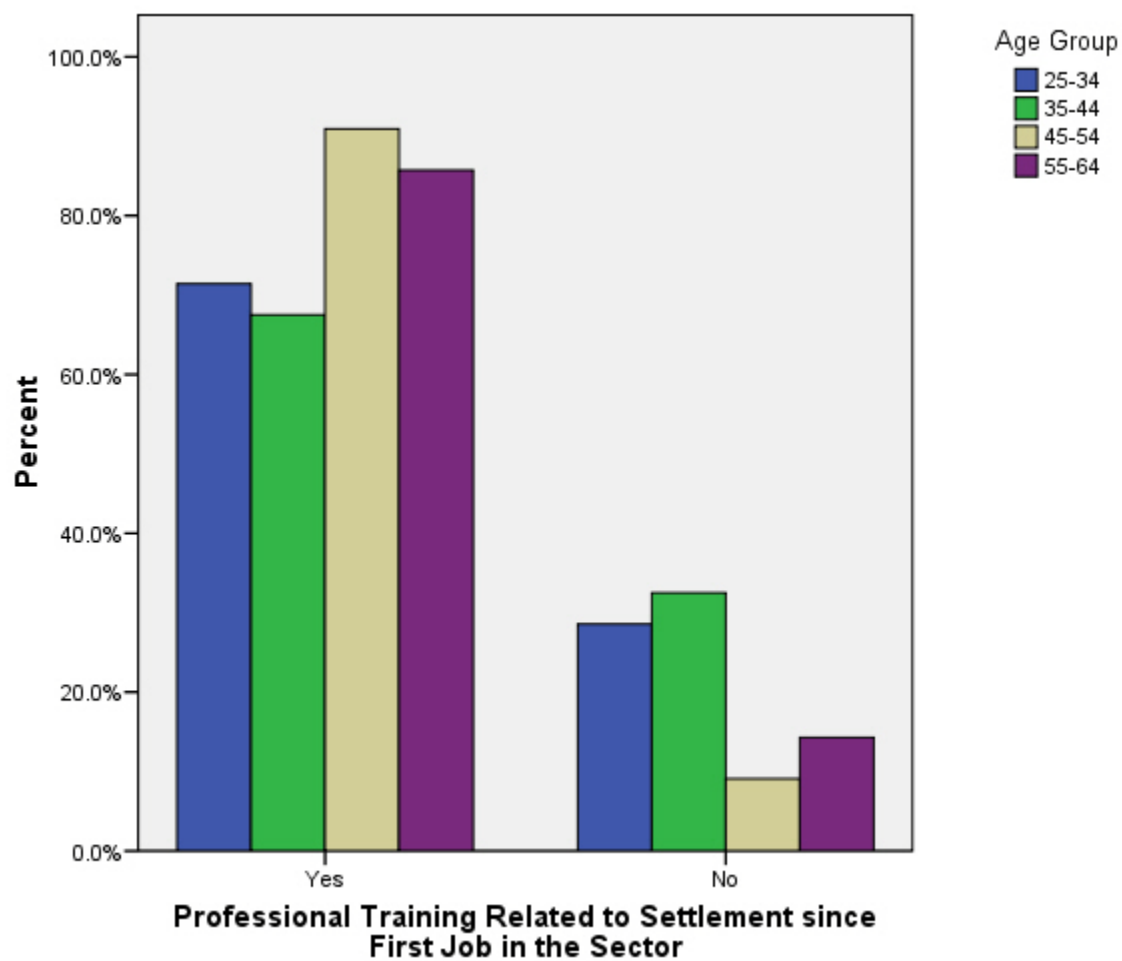
By Age Group

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Professional Training Related to Settlement since First Job in the Sector * Age Group	133	85.8%	22	14.2%	155	100.0%

Cross-Tabulation							
			Age Group				Total
			25-34	35-44	45-54	55-64	
Professional Training Related to Settlement since First Job in the Sector	Yes	Count	25	27	40	12	104
		Expected Count	27.4	31.3	34.4	10.9	104.0
		% within Age Group	71.4%	67.5%	90.9%	85.7%	78.2%
	No	Count	10	13	4	2	29
		Expected Count	7.6	8.7	9.6	3.1	29.0
		% within Age Group	28.6%	32.5%	9.1%	14.3%	21.8%
Total		Count	35	40	44	14	133
		Expected Count	35.0	40.0	44.0	14.0	133.0
		% within Age Group	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.259(a)	3	.041
Likelihood Ratio	8.880	3	.031
Linear-by-Linear Association	4.731	1	.030
N of Valid Cases	133		
a 1 cells (12.5%) have expected count less than 5. The minimum expected count is 3.05.			

Figure



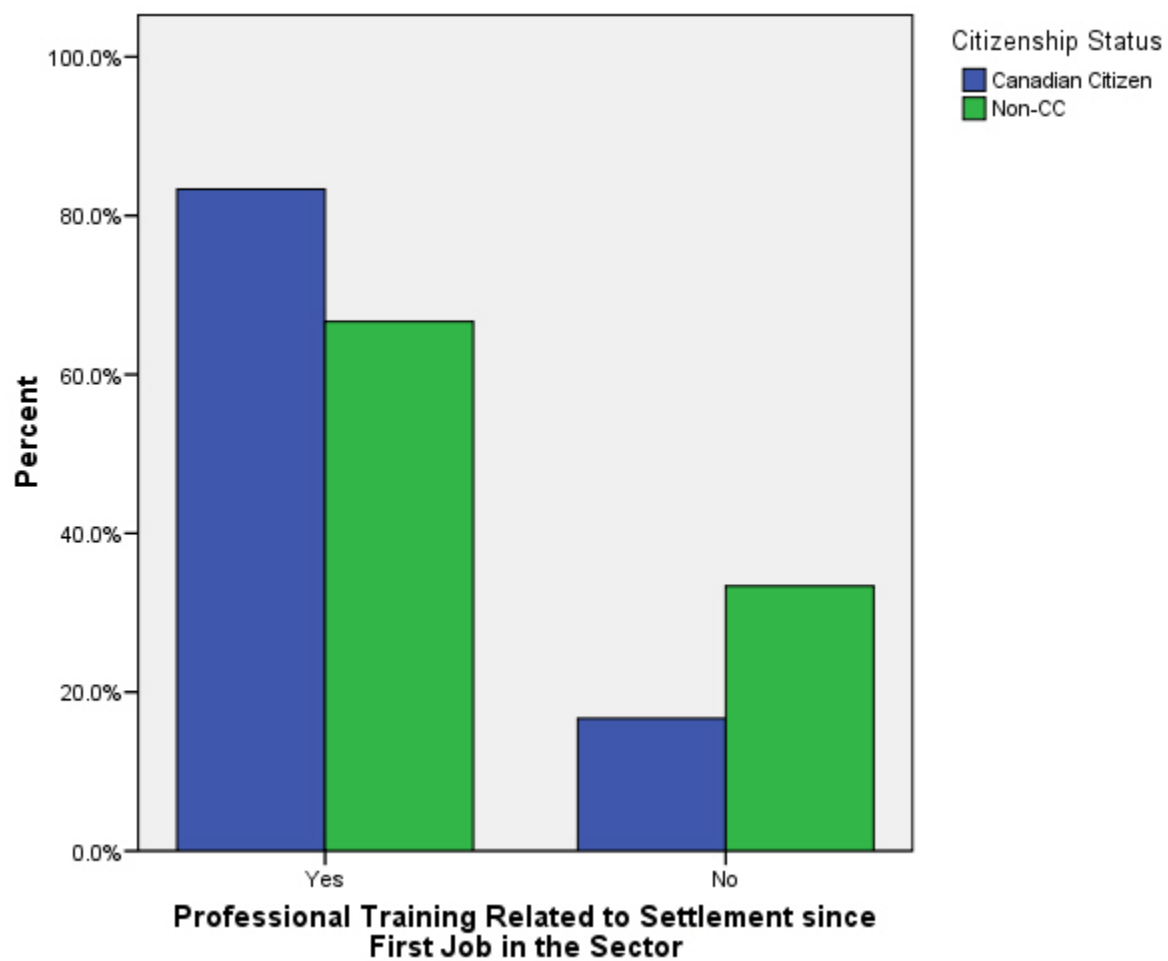
By Citizenship Status

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Professional Training Related to Settlement since First Job in the Sector * Citizenship Status	129	83.2%	26	16.8%	155	100.0%

Cross-Tabulation					
			Citizenship Status		Total
			Canadian Citizen	Non-CC	
Professional Training Related to Settlement since First Job in the Sector	Yes	Count	75	26	101
		Expected Count	70.5	30.5	101.0
		% within Citizenship Status	83.3%	66.7%	78.3%
	No	Count	15	13	28
		Expected Count	19.5	8.5	28.0
		% within Citizenship Status	16.7%	33.3%	21.7%
Total		Count	90	39	129
		Expected Count	90.0	39.0	129.0
		% within Citizenship Status	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4.447(b)	1	.035		
Continuity Correction(a)	3.521	1	.061		
Likelihood Ratio	4.225	1	.040		
Fisher's Exact Test				.061	.032
Linear-by-Linear Association	4.413	1	.036		
N of Valid Cases	129				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 8.47.					

Figure



9. Desire to Go Back to Practice in Primary Profession

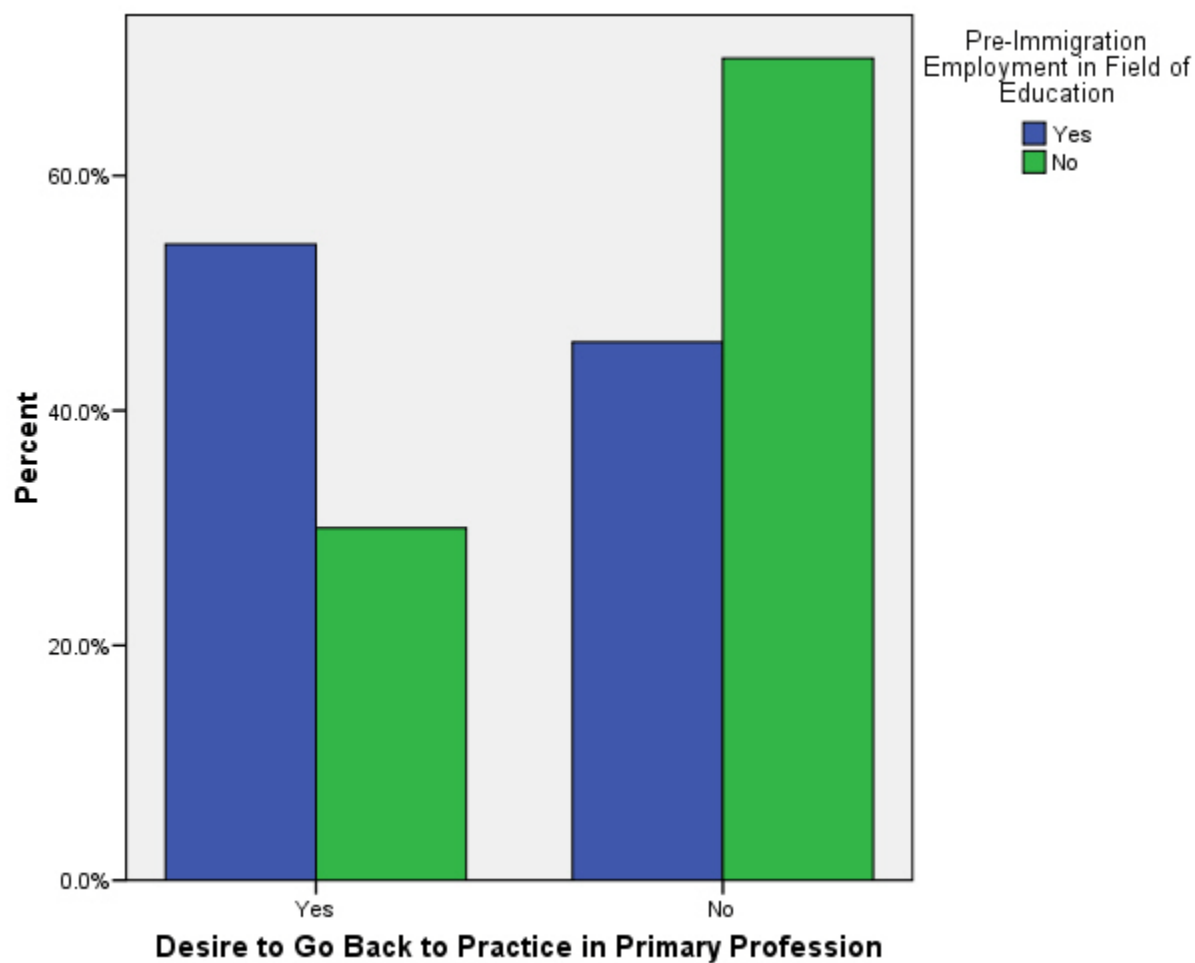
By Pre-Immigration Employment in Field of Education

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Desire to Go Back to Practice in Primary Profession * Pre-Immigration Employment in Field of Education	116	74.8%	39	25.2%	155	100.0%

Cross-Tabulation					
			Pre-Immigration Employment in Field of Education		Total
			Yes	No	
Desire to Go Back to Practice in Primary Profession	Yes	Count	52	6	58
		Expected Count	48.0	10.0	58.0
		% within Pre-Immigration Employment in Field of Education	54.2%	30.0%	50.0%
	No	Count	44	14	58
		Expected Count	48.0	10.0	58.0
		% within Pre-Immigration Employment in Field of Education	45.8%	70.0%	50.0%
Total		Count	96	20	116
		Expected Count	96.0	20.0	116.0
		% within Pre-Immigration Employment in Field of Education	100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.867(b)	1	.049		
Continuity Correction(a)	2.960	1	.085		
Likelihood Ratio	3.959	1	.047		
Fisher's Exact Test				.084	.042
Linear-by-Linear Association	3.833	1	.050		
N of Valid Cases	116				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 10.00.					

Figure



By Taking Courses to Upgrade Professional Skills

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Desire to Go Back to Practice in Primary Profession * Taking Courses to Upgrade Professional Skills	85	54.8%	70	45.2%	155	100.0%

Cross-Tabulation					
			Taking Courses to Upgrade Professional Skills		Total
			DN	Took	
Desire to Go Back to Practice in Primary Profession	Yes	Count	17	28	45
		Expected Count	21.2	23.8	45.0
		% within Taking Courses to Upgrade Professional Skills	42.5%	62.2%	52.9%
	No	Count	23	17	40
		Expected Count	18.8	21.2	40.0
		% within Taking Courses to Upgrade Professional Skills	57.5%	37.8%	47.1%
Total	Count		40	45	85
	Expected Count		40.0	45.0	85.0
	% within Taking Courses to Upgrade Professional Skills		100.0%	100.0%	100.0%

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.306(b)	1	.069		
Continuity Correction(a)	2.562	1	.109		
Likelihood Ratio	3.325	1	.068		
Fisher's Exact Test				.084	.055
Linear-by-Linear Association	3.267	1	.071		
N of Valid Cases	85				
a Computed only for a 2x2 table					
b 0 cells (.0%) have expected count less than 5. The minimum expected count is 18.82.					

Figure

